

concordia's Thursday Report

Vol. 15 No. 30 June 6, 1991

Annual convocation ritual starts Friday

INSIDE

SAE's GM Sierra

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And they're off! Concordia's chapter of the Society of Automotive Engineers is off to Oklahoma to compete in the Natural Gas Vehicle Challenge against 23 other SAE teams from universities across North America.

Teaching vs. Research

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The debate continues. Reporter Mike Shahin spoke to some key players and some of Concordia's most vociferous commentators on the issue.

Honourary doctorates

6-7

Concordia will confer more than 3,000 degrees, diplomas and certificates on June 7, 8 and 11, as well as seven honorary doctorates. Find out more about this year's distinguished guests.

Graduates

8-11

Concordia is well known for welcoming many different kinds of students. This year's graduating class is no exception — from whiz kids in their 20s to a 72-year-old grandfather getting his third degree and 84-year-old Althea McLean who earned a BA in English.

The Year in Review

14-15

From construction on the downtown library building to an environmental concert plagued by bad weather and the [in]famous Strategic Space Plan, 1990-1991 at Concordia saw it all. See it again in the centrespread pictorial.

Teaching Excellence

18-22

Ten professors and two librarians are promoted; John Drysdale ends his year as Lonergan College's first in-house scholar; Terry Byrnes draws raves and students say Mahesh Sharma is the best. These are just a few examples of Concordia's finest.

**HAVE A SAFE
AND HAPPY SUMMER.
THE NEXT ISSUE OF
CTR WILL BE PUBLISHED
ON SEPTEMBER 12.**

Seven distinguished recipients from Canada and the United States will be awarded honorary degrees at Concordia University's June convocation ceremonies, which will be held tomorrow, Saturday and Tuesday (June 7, 8 and 11, 1991).

Honorary Doctor of Laws degrees will be awarded to jurist **Rosalie Silberman Abella**, composer **Jean Coulthard**, business executive **Jean Coutu**, computer scientist **Donald Knuth**, historian and archivist **David Rome**, Québec writer **Michel Tremblay**, and financier **Lorne C. Webster**.

The convocation ceremonies will take place as follows:

Faculty of Arts and Science

Friday, June 7
2 p.m.

Salle Wilfrid-Pelletier, Place des Arts
Speaker: Rosalie Silberman Abella

7 p.m.

Salle Wilfrid-Pelletier, Place des Arts
Speaker: Michel Tremblay

Québec government sets salary policy

Vice-Rector Institutional Relations and Finance Maurice Cohen met with union employee representatives and managers last week, to explain the implications of the Québec government's new salary policy for public servants on Concordia employees. See page 24 for the Vice-Rector's open letter to administrative and support staff.

PHOTO: Charles Bélanger

Workers recently completed the top floor of Concordia's \$65-million downtown library building. The structure, which will open in the fall of 1992, is 10 storeys at its highest point (on the west side), with descending heights along de Maisonneuve Boulevard, Bishop Street, and the laneway at the back of the site. If you're counting up from the ground floor, that 11th storey is reserved for mechanical installations. The complex will also contain two underground parking levels. The photo, right, was taken on Mackay St. near St. Catherine St., looking north. The computer image, above right, shows what the view will be when the building is finished.

Faculty of Commerce and Administration

Saturday, June 8
2 p.m.

Salle Wilfrid-Pelletier, Place des Arts
Speaker: Lorne C. Webster

Faculty of Engineering and Computer Science

Tuesday, June 11
10 a.m.

Théâtre Maisonneuve, Place des Arts
Speaker: Donald Knuth

Faculty of Fine Arts

Tuesday, June 11
3:30 p.m.

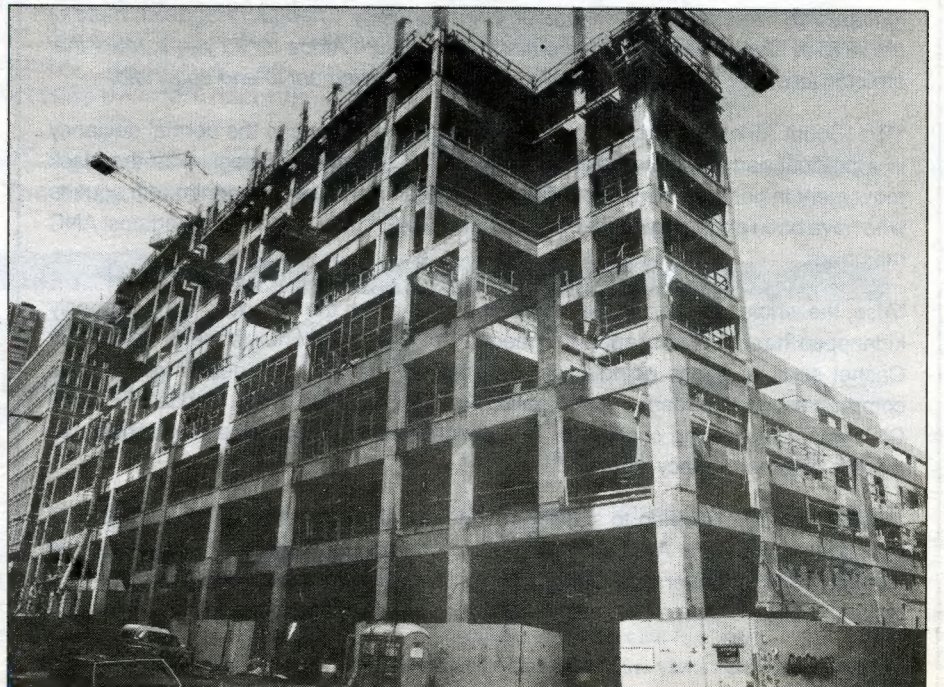
The Concordia Concert Hall,
Loyola Campus

Speaker: Because of illness, Jean Coulthard is unable to attend. There will be a performance of her music, however.



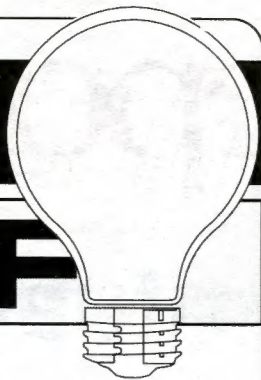
Approximately 3,000 students will graduate from Concordia's four faculties.

Library bang on schedule for fall 1992 opening



OFF THE

CUFF



edited by Bronwyn Chester

Future of India volatile but hopeful, says Tremblay

Off the Cuff is a weekly column of opinion and insight into major issues in the news. If you are a Concordia faculty member and have something to say "off the cuff," call CTR at 848-4882.

The assassination of Indian Prime Minister Rajiv Gandhi affected many of Concordia's staff and faculty who are of Indian origin. Political Science Professor Reeta Tremblay, whose specialty is the political economy of India, has these comments on the future of her country of birth.

"Rajiv Gandhi's assassination once again brings to the forefront the paradoxical nature of Indian society: its spiritual and non-violent philosophy is accompanied by a violent streak. The assassination of Mahatma Gandhi, who led the non-violent movement against the British raj, is illustrative of that.

"Other paradoxical characteristics of the present Indian polity can be seen in its simultaneously rich and poor sectors. The Indian state is both strong and weak; while it exercises hegemonic economic power, it is also marred by regional conflicts, and caste and religious wars."

"However, what binds its people is the commitment to democracy. In Rajiv Gandhi's death, and Sonia Gandhi's decline of the offer of the Congress Party Leadership, a new chapter in Indian democracy has opened. The dynastic rule of the Nehru-Gandhi family has come to an end, though each member of the dynasty had to seek the people's mandate to rule.

"The Congress Party — and India, for that matter — can no longer rely on a charismatic leader to mobilize its masses. It will have to rebuild its structures once more and rely on the emergence of its grass roots organization to generate new political leadership.

"Only such restructuring will be able to curb the popularity of the Bhartiya Janata Party, which is largely responsible for the recent upsurge of Hindu fundamentalism. The future of India is volatile but hopeful."

Mandela conviction shouldn't discredit ANC, says Ragaven

Winnie Mandela, African National Congress activist, was convicted last month of kidnapping. Professor of Sociology and Anthropology Chengiah Ragaven, head of the ANC in Québec and in exile from his native South Africa for 23 years, fears that the conviction will be used to further discredit the movement to end apartheid.

"The [South African] government is trying its level best to take the normal deviancy in a political party or movement and use it in its strategy to delegitimize the black movement in general. For people like me it's tied up with government death squads who have been encouraging members of the INCATA movement to fight against ANC members.

"Also, the whole question of the orphanage from which the four boys were allegedly kidnapped has totally escaped the media. We have little knowledge of the Mount Cashel sorts of things going on in orphanages. In fact, one needs tremendous comprehension to understand the politics of the townships. If the Mandela Football Club was investigating charges of sexual abuse at the orphanage, it was because there is no other agency who will."

"The government is trying to show the world that there must be a delay in handing over power. We in the ANC are telling our international friends not to use this as an example of ANC leadership. Our position is that what seems to have been a normal criminal charge has been so political. Strip the trial of politics."

Ragaven and his family will be spending two months in South Africa this summer. Stay tuned to CTR next fall for an account.

Understanding virtuoso musical performance

Project is a unique collaboration between performers, scientists, audience and piano craftspeople

by Bronwyn Chester

These are the fifth and sixth in a series of profiles of the six projects which were awarded funding from the \$1-million Seagram Fund for Academic Innovation.

The fund was established by the Seagram Company Ltd. in 1989 to provide seed money for inter-disciplinary projects involving research, creation or academic development.

Watching a concert pianist generally leaves one in awe. The coordination of hands, memory and interpretation in front of hundreds of people seems like wizardry. Yet ahead of every "wizard" lie obstacles which block the artist's further development.

The Leonardo Project, recent winner of a \$47,000 Seagram Award, aims to improve our understanding of how performing musicians function in order to help them overcome those obstacles.

There are people, for instance, who can improve in practice sessions, but can't perform. Others come to life only when the concert hall lights dim. These

See LEONARDO page 27



PHOTO: Moritz Gaede

The Leonardo Project takes up residence in the Drummond Building, with (standing, left to right) Phil Cohen, Jacinthe Bariveau, Norman Segalowitz, and at the piano, Anna Szpilberg.

Video takes critical look at surrogate motherhood

by John Timmins

The practice of surrogate motherhood and its effect on women disturbs Photography Professor Katherine Tweedie.

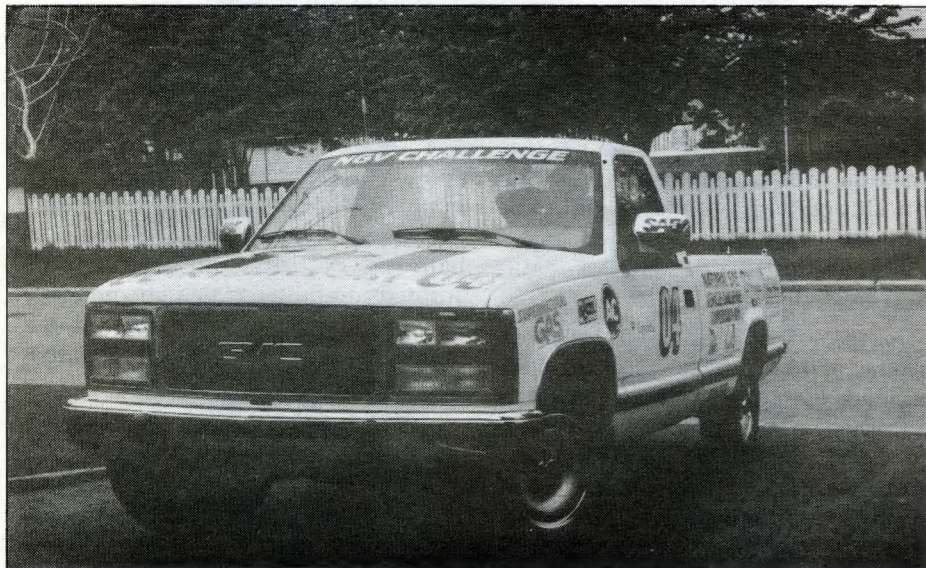
"As I learn more about reproductive technology, of which surrogacy is a spin-off through embryo transplants, I become more horrified by it. The consequences are serious, and we've got to start dealing with the issues now. We probably can't stop the momentum of reproductive technology, but we can raise issues so that people become informed and make serious choices."

Tweedie's own response has been to use her considerable talents as a video director and editor, with seed money from the Seagram Fund for Academic Innovation, to produce a 50-minute video titled *A Public Inquiry into the Matter of "Surrogate" Motherhood*.

The project is currently in the scripting stage. The video will borrow information from court transcripts of surrogacy cases in the United States and be presented as a dramatic inquiry. In the video, the surrogate mother, the father, his wife, the baby broker, an examiner and a cross-examiner will reveal through their interactions how women are being used as surrogates.

Tweedie is working closely with Con- See MOTHERHOOD page 26

Engineers are revving up for Natural Gas Challenge



The GM Sierra truck was shipped to Oklahoma last month to begin testing and then, off to a rally.

Automotive engineers, start your engines. After months of modifications, it's time for Concordia's team to see how it stacks up against the other competitors at this week's Natural Gas Vehicle Challenge.

Concordia's team and 23 other Society of Automotive Engineers teams around North America have been working since December, converting standard General Motors Sierra pick-up trucks to natural gas. Concordia's truck

arrived at the National Institute of Petroleum Energy Research in Bartlesville, Oklahoma on May 19. Since then it has been poked and prodded as judges measure it against entries from 23 other North American schools. Twelve members of Concordia's team are in attendance for the tests, and a rally to Oklahoma.

The first test, of cold-starting ability, consisted of leaving the truck in a

See CHALLENGE page 26

Alex Duff, Governor Emeritus, gave years to Concordia and city

Charles Alexander Duff, first Chairman of the Board of Governors of Concordia, died on May 29 in Montreal. He will be remembered as an enthusiastic supporter of the University from its birth in 1974 to the present.

"Few people have given as much time and energy to the University as Alex Duff," said John O'Brien, Concordia's Rector Emeritus. "As board chairman, he was ready to attend any event or meeting, and talk to anyone with an issue to raise. He was never happy unless he could satisfy a complainant, or at least convince him that the University had done all it could."

As Chairman of the Board of Governors of Sir George Williams University, Duff was a member of the Ad Hoc Committee which negotiated the merger of Sir George with Loyola College.

"He deserves much of the credit for the merger's success," O'Brien said. "His conviction that a just and fair arrangement must be reached, and his drive to reach it, was often the moving force."

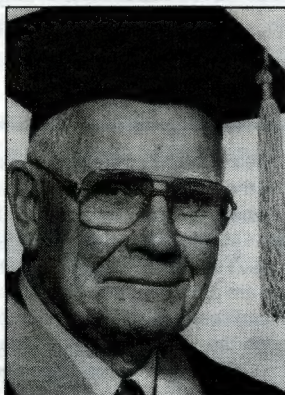
Even after he retired in 1981, Duff continued to take a lively interest in the University, lending his support to fundraising ventures and attending Board meetings from time to time. He was named Governor Emeritus in a

ceremony held last November.

"He was a dynamo," said Donald McNaughton, who succeeded Duff in 1981 as Board Chairman. "He had tremendous energy, drive and determination. He put in so many hours at Concordia, and of course he was carrying on his own career at the same time." Duff was executive vice-president of Morgan's department store and continued in management when it became The Bay. He was a director of Birks, and subsequently, president of Birks' U.S. holdings.

A talented hockey player, Duff played for McGill University as a student, and then for the Kirkland Lake (Ontario) Blue Devils in 1940, when they won the Memorial Cup. He continued to play old-timers' hockey for many years.

Duff was an active community member throughout his life. Among his interests were the Presbyterian Theological College of McGill, the Legion Memorial Rink in Montreal West, the 1967 Red Feather Campaign, Montreal West Academy, the Montreal Children's Hospital, and the Mackay Centre. "He was working as a volunteer for the Montreal Association for the Blind the day he died," said McNaughton, who was his neighbour in Montreal West.



Concordia is a vibrant collection of people, places and activities. At-a-Glance is one vehicle for discovering some of what is happening here. This column welcomes your submissions.

by Donna Varrica

• Mechanical Engineering Professor

A.A. Bulgak has initiated a Concordia student chapter of the Canadian Society for Industrial Engineering. The chapter will be an important component of the Industrial Engineering programme. Bulgak will serve as the faculty advisor to the chapter, which will officially start in September 1991.

• Marketing Professor **Michel Laroche** has been invited to join the general advisory board of the International Business Press division of the Haworth Press in Pennsylvania. The term lasts two years, during which time the publishers seek input and advice from its membership.

• Last month, the EMC Laboratory of the Department of Electrical and Computer Engineering welcomed George Lemanczyk of the Technical University of Denmark. Lemanczyk is responsible for the near-field antenna range at the Denmark's well-known Electromagnetics Institute, and explained the antenna design and measurement programme during his visit here.

• The Physics Department published its third edition of *LUMEN*, the official magazine of the department, in March. Student **Andrew Lukban** is the editor, layout artist and even designed the cover.

• Also in Physics, Professors **Calvin Kalman** and **Bao Tran** recently had their paper, "Strong decays of baryons," published in *Il Nuovo Cimento*. Professors **René Francis**, **Mariana Frank** and Kalman's paper "Anomalous magnetic moment of the muon arising from the extensions of the supersymmetric standard model based on left-right symmetry" was published in the *Physics Review*, D 43.

• Mechanical Engineering Professor **Hugh McQueen** has been awarded the grade of Fellow of the Canadian Society for Mechanical Engineering. The award will be presented at the Society's Annual Meeting on Winnipeg this month. The award is in recognition of McQueen's achievements in engineering.

• In April, Physics Professor **Panagiotis Vasilopoulos** participated in the 11th European Physical Society Conference at Exeter, England. His presentation, titled "Quantum magneto-transport of a two-dimensional electron gas subject to periodic electric or magnetic modulations," was made in collaboration with Professor F.M. Peeters of the University of Antwerp (UIA), Belgium.

• **Suzanne Bernardin**, Director of Public Relations and Alumni Affairs for the Executive MBA Programme, was elected Vice-President of the Fédération des femmes du Québec (FFQ), representing member associations at its annual general meeting last month. The FFQ is a lobby group for more than 113 organizations and 300 individual members in the province, representing more than 100,000 women.

• Early Childhood Education will be well represented at the June 2-3 meeting in Kingston, Ont. of the Canadian Society for the Study of Education. **Nina Howe** and **Ellen Jacobs** will speak on "The implications of psychological and early childhood education research for Canadian public policy on day care," Ellen Jacobs will give an address on after-school child care, and **Sandra Weber**'s presentation is called "When children play school."

• Mechanical Engineering Professor **Sui Lin** will receive an Advisory Professorship Award at a special ceremony in July at Shanghai Jiao Tong University in honour of the many years of research cooperation with that university.

• **Hugh Brodie**, Assistant to the Rector, is one of 225 people from across Canada who will participate in the third Governor-General's Canadian Study Conference. The purpose of the conference is to advance the quality of decision-making in Canadian society. This year the theme is "Commitment and Leadership: Taking Responsibility in our National Community."

• Sometimes we find all kinds of gems in internal mail, including *The Travel Report* edited by Travel Coordinator **Micheline Trapid** of Accounting Services, which offers a wealth of information and tips for safe and cost-efficient travel for both business and pleasure.

• **Paul Fazio**, Director of the Centre for Building Studies, has been appointed to the Industrial and Professional Advisory Council (IPAC) at Pennsylvania State University for a two-year term ending in 1993. The Council is a select group of representatives from the private and public sector who are invited by the College of Engineering to act as a sounding board on academic problems and general trends in engineering education and research.

• Have a long, safe and happy summer.

LETTERS



to the editor

Evaluation of teaching should include students, colleagues and more: Smith

[Ed. note: this letter has been edited for length.]

✉ To the editor:

Professor Angell (CTR, May 2) states that the student course evaluation system "is a vicious system" and that "students DO NOT KNOW what good teaching is."

He proposes to "kill" student evaluations of teaching and to replace them with a "more realistic questionnaire for the use of our peers in the peer-review process." This review would be based on visits to classes for "a half or a whole period." The major rationale offered is that "our peers, at least, would probably know what we are talking about." The professor's knowledge of the subject is rarely challenged by the students, and would certainly be more clearly demonstrated by a review of his/her degrees and publications.

What is at issue in the evaluation of teaching is the extent to which the teacher's behaviour, both inside and outside the class, has helped the students to come to know the subject. To assess this, the input from all, or almost all, of the students is essential; and this information cannot be replaced by data from any numbers of peers visiting, no matter what the length of the visit.

The aspects of teaching that can be easily observed by faculty can also be easily observed by and collected from the students who already attend the classes. For peer visits to be valid for personnel decisions they would have to be done on several occasions and by more than one person.

Peers best used to evaluate content

The expertise of peers would be best used in assessing the content that is being taught and tested in the courses. Is it at the appropriate level? Is it current? Do the exams reflect the content? Are they well constructed? To answer questions such as these one does not have to visit the classroom. These judgments require the careful review of course materials, such as outlines and tests, and they require time, certainly much more than a class period.

The proper assessment of teaching requires the consideration of all the different aspects of teaching: planning, developing materials, constructing tests and grading them, advising students, and in-class teaching.

It also requires input from different sources: students, colleagues, chair, and the professor him or herself. It must include student evaluation data; but it should include much more. The "teaching dossier" begins to provide some of the information that is required. Now it needs to be reviewed.

Must interpret data wisely

It is not enough just to collect the data, the evaluations of judgments of students or peers. This data must be interpreted wisely.

Perry (CTR, May 2) raises a concern about the response profiles as a context within which to interpret individual student course evaluation results; specifically, "that almost 98 per cent of enrolled students are in 200- and 300-level classes [in Psychology], yet only around two-thirds of them complete evaluations."

The number is probably higher than two-thirds since the enrolment figures used are based on the data generated at the end of the course change period and do not reflect the numbers of students who either did not enter the course or withdrew.

No enrolment figures included

We ask professors to correct the enrolment figures on the envelope when they administer the evaluations, but most do not. Perhaps it is because the professors themselves do not know the correct enrolment numbers. The Learning Development Office will conduct a study to investigate this explanation.

Another possible explanation is that one-third of the students in Psychology either do not attend classes or complete evaluations. This is a more difficult explanation to investigate, but it also deserves attention.

The Learning Development Office is available to work with individual faculty members or departments to examine and improve the methods they use for evaluating teaching effectiveness.

Ron Smith
Learning Development Office

CUSA refuses to name student to space committee

✉ To the editor:

The student representative on the Strategic Space Planning Committee is most certainly not Tamara Taylor, as reported in your issue of May 16. The Concordia University Students Association, in fact, has refused to sanction any student representative until the planners' mandate is defined and a newly constituted, democratic committee is created.

This resolution was passed at an April meeting of the CUSA ad hoc Committee on Space Planning. As far as CUSA is concerned, nothing has changed; and we will not legitimate the administration's heavy-handed process by recognizing a student representative.

Eleanor Brown, Charlene Nero
Co-Presidents, CUSA

Resolutions of the CUSA ad hoc committee on space planning

Be it resolved that CUSA (Concordia University Students Association) will not recognize any student representative on SSPC (Strategic Space Planning Committee) until the mandate is defined. At such time we would be happy to participate in a newly constituted committee with democratically recognized representative from the student body, faculty, staff, administration and support staff.

Be it resolved that we officially request all outstanding data pertinent to space planning by April 29, 1991. This includes all information that the SSPC used in coming with their original plan (eg. impact studies, cost analysis, maps of space on campus).

Escalator Update

A number of escalators in the Henry F. Hall Building have been stopped for major repairs. These units are scheduled to be put back in service during the month of August.

In order to accelerate the completion of repairs, work on the escalators from floors 9 through 12 will start this week. Escalators still to be fixed will be worked on in the following weeks.

— DGV

Concordia's Thursday Report is interested in your letters, opinions and comments.

Letters to the Editor should be signed and include a phone number. Please limit your letter to 500 words. The Editor reserves the right to edit for space considerations although the utmost care will be given to preserve the core of the writer's argument. Send Letters to the Editor to BC-117, or fax 848-2814. Letters must arrive by Friday noon prior to Thursday publication.

Concordia's Thursday Report

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Faculty Reporters Bronwyn Chester
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Only 3 of 13 in Engineering use evaluation forms

Evaluation of teaching: Still looking for the perfect system

The longstanding debate on the importance of teaching versus research at Concordia is fraught with disagreement, but on one point, the two sides agree.

If professors at Concordia are to be properly rewarded for their teaching ability, something has to be done to improve the way teaching is evaluated.

"If evidence is not there for teaching," said Jack Lightstone, Associate Vice-Rector Academic (Research), "how can we reward it?"

Indeed, the evidence for teaching is nowhere near acceptable, according to many faculty and administration members. As a result, professors who focus on teaching are suffering, while research-oriented professors, who have no shortage of evidence to show for their work, are reaping the financial and promotional benefits.

Part of the problem rests with student evaluations. The multiple-choice ques-

tionnaires filled out by students at the end of each semester are reportedly often misused and even abused.

"Student evaluations are certainly not an accurate measure of a professor's ability," said Political Science Professor Klaus Hermann. He added that professors can give high marks to students in return for positive assessments, a form of bribery with marks as the currency.

Professor Carl Goldman said professors have "perverted" student evaluations by giving students As and Bs when they are not merited. "No student is going to come to a professor and say, 'Sir, I only deserved a D, why'd you do it?'. It's just being shoved under the table. It's all part of the research game."

The "research game," according to Goldman, is being played by professors more interested in doing research than in teaching classes. It is considered perfectly normal that only three out of 13 professors in his department (Civil En-

gineering) actually use the course evaluation sheets.

"The bad professors get out of [using] them, and the student is paying for this system."

Lightstone said the problem with the system is that student course evaluations alone, no matter how they are used, are not enough to assess teaching ability. What is needed is better documentation of teaching excellence — or inadequacy.

"A teaching dossier needs to be com-

pleted," Lightstone said. "Course descriptions, syllabi, exam questions and assignments should all be analysed by department peers."

Looking at course descriptions, for example, would give personnel committees a chance to gauge the evolution of a professor's course material over the years.

But Hermann is skeptical about the usefulness of teaching dossiers. He said they are inaccurate and a waste of time.

See **TEACHING** page 27

Commission says: Redefine research to boost teaching's status

As a former professor of psychiatry, Stuart Smith knows a bit about anxiety and fear. He has seen it in lab animals, and he has seen it in human beings.

Now, as head of an independent commission looking into the state of Canadian university education, Smith sees anxiety and fear in schools like Concordia which are embroiled in a debate over the importance of teaching versus research.

The fear is that in focusing on teaching, professors may fall behind in research which is essential to their careers.

Smith said the solution lies in using "more imagination in our definition and acceptance of what research is."

"We definitely need some sort of research," the former Ontario Liberal Party leader said. "But not necessarily in the top journals of a field."

Smith, whose commission is studying more than 250 briefs from across Canada, accepts a different version of research. Popular articles in the media, synthesis articles, application of principles in the field, or "anything that shows you're staying up to date with your field of study" would do just fine.

But because such work is not considered 'research' by today's standards, a gross imbalance has occurred. And that, Smith said, is at the heart of the research-teaching debate.

"The imbalance is largely because of the practices of promotion and tenure committees," he said. "The research side counts highly for promotion and tenure, and even for hiring."

The pressure to do research comes from the fact that recognition comes from success in one's discipline, and success comes from publishing research in respected journals.

English Professor Bina Freiwald said most universities in North America need to redefine research to fill an ever-

widening gap between it and teaching.

"The curriculum has not changed much," she said, "but journals are showing change over the years. It's a troubling discrepancy, and we don't have the systems to deal with it."

Freiwald said our understanding of "rewardable research" is the problem.

"It's too narrow a range of options," she said. "It doesn't enhance or promote research itself."

Freiwald proposes to take the emphasis away from isolated publication of books and journal articles, and move toward research of a communal nature. She said more weight should be given to faculty seminars, which would be open to students, research projects and team projects that could result in team publications.

Centres for research within the University could provide professors with crucial interaction with their peers and students.

"Research is now very linear and unidirectional. It's too isolated," she said. "There is no university of the community."

But Political Science Associate Professor Klaus Hermann said Freiwald's idea of bringing research closer to teaching is "entirely unacceptable." He said professors must teach introductory courses that cover too broad an expanse to limit to one area of research.

"You can't teach a subject that is your own little niche," Hermann said. "You may be able to tie your research into one lecture at most, but that's it. Otherwise, you'd limit yourself."

"At the university level, no matter how you slice the salami, there is just no escape from the recognition that a professor is supposed to be publishing. And he's supposed to get grants. That's a justifiable expectation."

However, Freiwald's notion of a

See **RESEARCH** page 27

Researchers "milk the system": Goldman

Concordia has to stop masquerading as a teaching university while putting 90 per cent of its effort into research, according to a Professor in the Department of Civil Engineering.

"We have to discuss publicly whether we're a research institute or a teaching university with research commitments," Carl Goldman said. He feels he is one of many professors in Concordia who is being marginalized because he doesn't "play the game" of research.

"If you're not part of the system, you don't get recommendations, you don't get [research] money, and basically, within a few years, you're thrown out."

Under the guise of doing research, Goldman said, professors are "milking the system" by not showing up for classes, administrative meetings, and other commitments.

"They're making up to \$100,000 a year and are sometimes in school less than one day a week. And they cry that they're overworked and underpaid."

It's ironic, Goldman said, that so much money comes to Concordia for military research, and none of the knowledge gained can be discussed with students because it's top secret. "How does that make sense?" he asked.

"If I went and got a contract to do research on poison gas, I'd be a hero around here."

Goldman said change has to come from within the University's administration. He said Concordia has its priorities all mixed up.

"Professors don't give a damn about the student, they don't give a damn about the quality of education. We've turned Concordia into a little research institute where teaching is not rewarded. Nothing is rewarded except research."

— MS

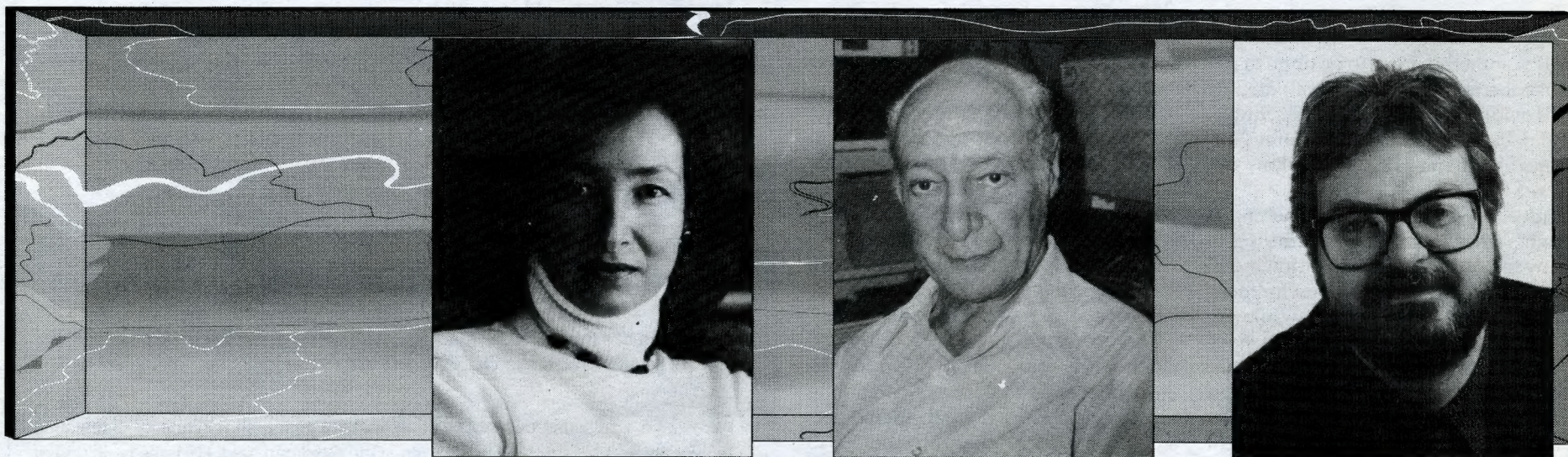
Employees dug deeper for Centraide this year



As mentioned in At-a-Glance a few weeks ago, Centraide awarded Concordia employees a Special Mention Award for their contribution of \$42,609.50 to the 1990 Centraide Campaign. This mention is given to employee groups whose contribution to the campaign increased significantly from the previous year. Lydia Marcus, Secretary to the Director, Human Resources, and Centraide Campaign Coordinator, accepted the award from Royal Bank President John E. Cleghorn, Co-chairman of the 1990 Centraide Campaign.

Concordia to award

Faculty of Arts and Science



**Rosalie
Silberman Abella**

**David
Rome**

**Michel
Tremblay**

When more than 3,000 students graduate from Concordia's four faculties in convocation ceremonies on June 7, 8 and 11, Concordia will also confer honorary degrees on these seven distinguished guests

Rosalie Silberman Abella is Chair of the Ontario Law Reform Commission, Director of The Institute for Research on Public Policy, Director of The Canadian Institute for the Administration of Justice, and Director of the Canadian Section of the International Commission of Jurists.

Educated at the University of Toronto, Abella, 44, was admitted to the Bar in 1972, and practised civil and criminal litigation before being named a Judge of the Ontario Provincial Court (Family Division), a position she held until 1987. One of Canada's most distinguished legal authorities, she has made an extraordinary contribution to Canadian law, translating her outstanding judicial abilities into service to the Canadian public. Abella's work is proof of her dedication to the rights of individuals and groups, and of her devotion to the law as a tool for the enhancement of the human condition.

Throughout her career, Abella has been an active member, director and chair of numerous legal advisory boards, organizations and committees, including Chair of the Ontario Labour Relations Board (1984 to 1989). She has written four books and numerous articles, and is a frequent lecturer across Canada and abroad. Dr. Abella has received honorary doctorates from 11 Canadian universities.

Jewish historian and archivist David Rome has made an enormous contribution to Québec society through his publications and activities, and in the process, fostered considerable amity between Jews and francophone Québécois.

He is probably best known for his work as Executive Director of the Jewish Public Library in Montréal and as Chief Archivist at the Canadian Jewish Congress. In the latter capacity, he compiled and edited more than 50 volumes in the Canadian Jewish archives series. Rome, 80, also served as press officer for the Canadian Jewish Congress, was editor of the Congress Bulletin, and served as secretary of its committee on relations with the francophone community. Throughout his career, David Rome has published works on such topics as the first Jewish immigrants to Québec, Jews' struggle to win admission to Québec's public schools, the history of anti-semitism in Canada, the evolution of Henri Bourassa's attitude towards the Jewish people, and the development of the Jewish press in Québec. He was a founder of the Cercle juif de langue française (1947), a member of the Comité judéo-catholique du Québec (1971 to 1982), and has been an active member of the Conseil des Arts of the Ministère des Affaires Culturelles du Québec for the past 28 years.

He was honoured as a Chevalier de l'Ordre du Québec in 1987, and was given the Québec government's Prix d'excellence for his lifetime commitment to promoting dialogue between anglophone Jews and Québec francophones in April of this year.

Perhaps no other writer has had a greater influence on contemporary Québec literature than Michel Tremblay. His plays and novels, particularly his five-volume *Chroniques du Plateau Mont Royal*, have established him as the leading voice of Québec culture on the world scene. He was one of the first Canadian playwrights to win international recognition, and his plays have been translated into several languages and performed successfully on three continents.

Born in Montréal's Plateau Mont-Royal district, Tremblay, 48, began writing as soon as he could read. Employed as a linotypist after high school, he published his first major play, *Les Belles Soeurs*, in 1968, revolutionizing Québec theatre with its use of "joul" as a dramatic idiom. It was this important literary breakthrough that led critics to describe Tremblay's work as "theatre of liberation."

Often called the most eminent writer of his generation, Michel Tremblay is the author of 19 plays, two musical comedies, ten novels, a collection of short stories, seven film scripts and numerous musical lyrics. He received the Prix de Grand Public La Presse at Montréal's Salon de Livres for his novel, *Le Premier Quartier de la Lune* (1989).

No stranger to Concordia University, Michel Tremblay was writer-in-residence during 1981-1982, and an adjunct professor in the Creative Writing Programme during 1982-1983.

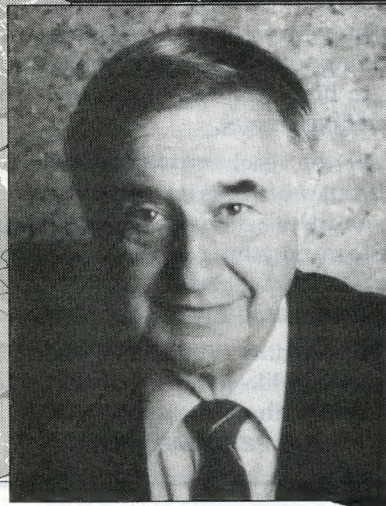
He has received many honours and prizes, including several Genie Awards (from the Academy of Canadian Cinema and Television) and the Prix France-Québec. He is also the recipient of six Canada Council grants. He was named Chevalier de l'Ordre National du Québec earlier this year, as well as Chevalier de l'Ordre des Arts et des lettres de France by the French Government in 1984.

seven honorary degrees

Faculty of Arts and Science

Faculty of Engineering and Computer Science

Faculty of Fine Arts



**Jean
Coutu**

Pharmacist, philanthropist and entrepreneur, Jean Coutu, 63, is the Chairman and Chief Executive Officer of the Québec-based Le Groupe Jean Coutu (PJC) Inc. Thirty years after he bought his first drugstore in east-end Montréal, Coutu oversees an empire of 186 stores under the Jean Coutu name, and another 22 stores which operate under the Maxi Drug banner in the United States and Ontario.

His successful management style has often been attributed to his capacity to relate to people, and to his hands-on approach to business. Always the pharmacist, he still wears a lab coat at company headquarters — a testimony to how professional expertise can be parlayed into business success.

Educated at the Université de Montréal, where he received a B.C.P. (Bachelor of Biology, Chemistry and Physics) and a Bachelor of Pharmacy, Jean Coutu later obtained an L. Ph from the Ordre des pharmaciens du Québec (1953). He sits on the boards of Québecor Inc., UAP, Les Provinces Unies Insurance Company, the Imperial Bank of Commerce, l'Université de Montréal and the Conseil du Patronat du Québec, and he is a member of numerous associations, including the Ordre des pharmaciens du Québec, Association canadienne de la Pharmacie, Association québécoise des pharmaciens propriétaires and la Chambre de commerce du Québec. He established a \$30 million foundation to aid Third World countries. He also promotes efforts to aid the homeless, battered women and children, and the fight against drug abuse.

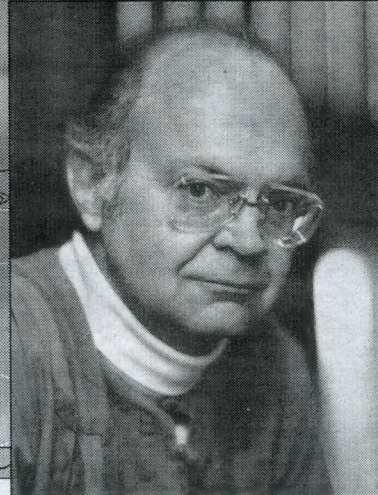


**Lorne C.
Webster**

A native Montrealer, Lorne C. Webster is Chairman and Chief Executive Officer of Prenor Group Ltd., Chairman of Bolton Tremblay Inc., and Canaprev Investments: President of several companies, including Canabam Ltd., Cartier Tower Ltd., and the Montréal Securities Corporation Inc.

His directorships include the Bank of Montréal, Consumers Packaging Limited, Dale Parizeau Inc., Helix Investments Ltd., Imperial Trust Co., INCAE (Foundation for Management Education in Central America), Jannock Ltd., The Montréal Expos Baseball Club Ltd., National Reinsurance Company of Canada, Planned Resources Fund, Taurus Fund, Vulcan Assets Ltd. and Wyant and Company Ltd. He also sits on the board of directors of numerous American, European, Caribbean and Latin American financial services companies.

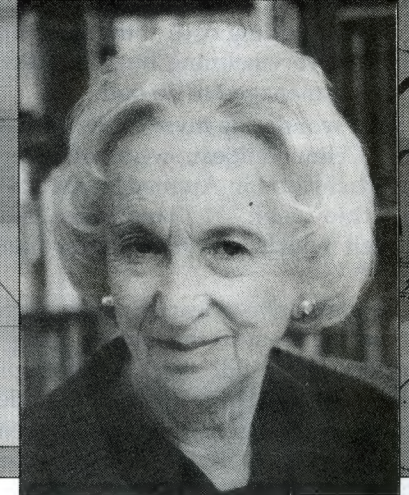
The Webster family is well known for its philanthropic work in Montréal and elsewhere. Webster, 62, was educated at Lower Canada College and McGill University, where he obtained a Bachelor's degree in Mechanical Engineering. He served on McGill University's Board of Governors from 1979 to 1988, and currently serves as Chairman of the Old Brewery Mission and President of the Julius Richardson Convalescent Hospital. He is a Trustee of Stanstead College and the School of Business Administration at the University of Vermont.



**Donald
Knuth**

Researcher, teacher and author, Donald Knuth is one of the foremost computer scientists of our time. He is a pioneer in the area of computer programming, and has made major contributions to the design of computer languages. The techniques he has mastered — combined with his use of algorithms and relevant theory — have served as a focal point for developing curricula and for organizing the discipline of computer science. Despite his scientific training, however, Knuth has always emphasized the creative aspect of computer science, which he aptly terms "the art of computer programming."

Born in Milwaukee, Wisconsin, Knuth received his BSc and MSc from Case Institute of Technology, and a PhD in Mathematics from the California Institute of Technology, where he taught mathematics from 1963 to 1968, and at Stanford University from 1968 to 1977. He has been awarded honorary degrees from universities around the world, and is also the recipient of the prestigious A.M. Turing Award (1974).



**Jean
Coulthard**

In the eyes of many musicians, Vancouver native Jean Coulthard, 82, is the most respected of Canadian composers. A graduate of the Royal Conservatory of Music, she has worked with some of the world's most renowned composers (including Bernard Wagenaar and Nadia Boulanger) and enjoys worldwide recognition for her inspirational compositions for voice, piano, choir, chamber, orchestra and the stage.

Among her acclaimed pieces are *A Prayer for Elizabeth*, commissioned by the CBC to mark the coronation of Queen Elizabeth II; *Violin Concerto*, commissioned for the Canada Council; *Spring Rhapsody*, commissioned for singer Maureen Forrester by the Vancouver International Festival; and *This Land and Canada Mosaic*, two pieces commissioned for the Vancouver Symphony Orchestra.

More recently, Coulthard produced *Shelly Portrait* for the opening of the Concordia Concert Hall, and *Gardens*, for Sherman Friedland, Chair of Concordia's Music Department. The latter work was premiered in Concordia's Concert Hall last Spring.

A teacher as well as a composer, her career has included positions as Head of the Music Department at St. Anthony's College (1924-1926) and Queen's Hall School (1936-1937), and as a lecturer in composition (1947-1957) and senior instructor (1957-1973) at the University of British Columbia.

Jean Coulthard holds an Honorary Degree from the University of British Columbia and was made an Officer of the Order of Canada in 1979.

Challenges met with a computer, dog and good humour

by Barbara Black

Being a visually impaired university student is a challenge, and so is learning English. Tackling both at the same time sounds overwhelming, but Céline Petitjean has managed to do both.

"I'm wondering myself how I did it," said Céline Petitjean, who will receive her Bachelor's in Applied Social Sciences this week. "I sometimes asked myself which was the biggest handicap."

Céline's drive to learn English started when she went to the United States to get her first guide dog. "I felt stupid, because I had so much trouble understanding the instructor. That's when I vowed to learn. Besides, I love to communicate."

Petitjean came to Concordia rather tentatively, hoping for a certificate in Family Life Education, but she became more ambitious as she mastered the special techniques of learning in a sighted world. Those early years were full of brave blunders.

"I thought I could be independent, so at first I didn't go to the Disabled Students Services." Eventually, she learned how to use their volunteers as emergency readers.

Taking notes was complicated. In the early years, she took a Braille slate to classes, and punched almost continuously as she listened to lectures. She used a Braille typewriter at home to write essays, and then transcribed them into conventional text on a regular typewriter. Exams were even more trouble. The professor read the questions onto an audio tape, and she answered them on her Braille slate and read them onto another audio tape.

Then she got a Versabaille computer. It can translate between Braille and



PHOTO: Jonas Papaurelis

Céline Petitjean

regular text, so she was able to write her papers in Braille and run them off on an ordinary printer, ready for marking. She took her exams on the Versabaille in the Disabled Students Office, too. The computer weighs a hefty 12 pounds, but she carried it to every class to take notes, because she can read its screen by hand.

And that's not all she took to university. Her black Labrador guide dog negotiated the Métro, bus and sidewalks between east-end Montréal and Concordia every day with enthusiasm, although he slept through the classes.

Céline said it's hard for sighted people to understand that guide dogs are on the job.

"If you see us, please don't pet the dog. In fact, if people ask me his name,

I tell them it's a secret. You see, he responds to his name, and it distracts him."

There's a lot we don't know. Almost everybody Céline meets for the first time, from professors on down, is socially paralyzed.

"People are shy because they're afraid of doing something wrong, so it's up to me to break the ice." Even then, they sometimes forget.

"All the teachers were patient and nice, but professors have a habit of writing on the blackboard. At first I didn't like to say anything, but I learned to ask, 'Excuse me, what did you just write?' and they would say, 'Oh, of course ...'"

Petitjean now thinks it's a good idea for students like her to talk to the professor before the course begins, just to

See PETITJEAN page 26

Engineer pursues energy conservation research in retirement

"Dr. Granddad"
Hawes earns PhD
at 72

by Bronwyn Chester

When it comes to retirement, 72-year-old Douglas Hawes subscribes to the ancient Chinese philosophy that "when a person of means reaches retirement age, he should pass many of his duties and responsibilities to others so he may devote time to the creation of something artistic or literary, something which would constitute his personal legacy to society."

This philosophy, which he expressed in the May issue of *Graduate Studies News*, is carried out in his research on building materials that store heat.

Officially, Hawes retired from engineering in 1980, the same year he completed his Master's degree at the École Polytechnique. "After three months I decided that [retirement] was pretty silly because I love engineering and I trained for it, so I started freelancing."

Freelance engineering landed Hawes at Concordia's Centre for Building Studies (CBS) where he managed research projects for three years. But Hawes found he was hungry to do his own research and entered the doctoral programme. Research in energy conservation was an easy choice.

"It's vitally important to me that I work at what I like and I try to make my work have some social sig-

nificance. At the flabbergasting rate at which we're expending energy reserves, I decided to move into energy conservation," said Hawes, who trained initially as an electrical engineer, graduating from McGill University in 1950.

Heating and cooling with phase changes

Hawes has been studying various phase change materials (PCMs), which, when impregnated into gypsum wallboard or concrete blocks, increase these commonly used building materials' capacity to store and release heat. PCMs are substances that change state, such as water turning to ice, or water becoming vapour.

"It is possible not to need any supplemental heat in a house if you properly manage the heat," said Hawes, adding that the cost of such a self-heating/self-cooling house for the Canadian climate would be formidable. However, he said, "if we were to have thermal storage, we could heat our houses during the off-peak hours and then shut the heat off and coast for several hours."

CBS leads in field

Hawes said that CBS is a world leader in research in this area but the Canadian building materials industry has been reluctant to take on the research and development. "We're still ahead of the U.S. in wallboard research, however, and the research in concrete is well ahead of everyone," said Hawes, lamenting the reluctance in Canada to put more energy into this area. "We have to push thermal storage along. It's not something other people are doing."

See GRANDDAD page 27

Academic prize winner tries to dispel 'nerd' image

by Shawn Apel

André Landry Jr., said he was surprised and honoured when he found out he had won the Eric O'Connor Mathematics Medal and the Mappin Medal for highest-ranking Bachelor of Science student. But Landry knew he had a chance.

"Nothing but perfect is good enough for me," said the 23-year-old honours graduate, who specialized in actuarial mathematics. "Sometimes that's hard to live with, but that's the way I am."

Landry, now working for a consulting firm, also wants to rid the world of a stereotype of award-winners.

"People have that picture of the nerdy-looking guy, and that's wrong," he said.

"I can't say I stopped living because of school. I'm proud of that."

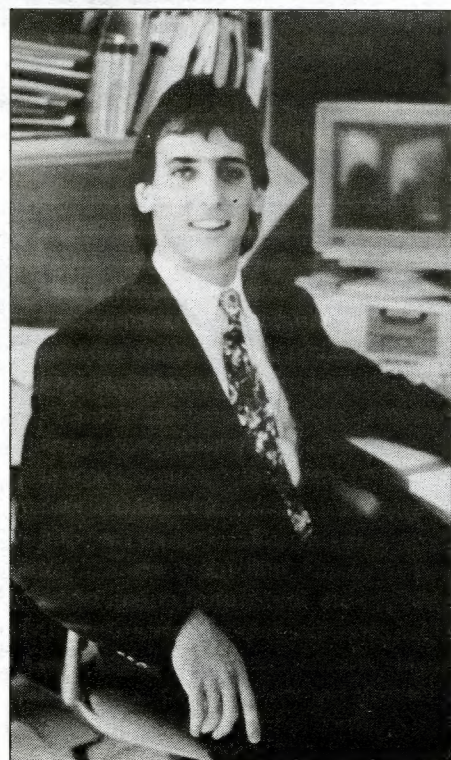


PHOTO: Moritz Gaede

André Landry Jr.

Never too late to graduate

**84-year-old
Althea McLean
earns her BA**

by Bronwyn Chester

When Althea McLean began taking courses at Concordia in 1981, she had no intention of getting her BA. "I saw the ad in the newspaper, and at \$2 a credit, I said to myself, 'What have I got to lose?'" Ten years later, 84-year-old McLean is mounting the stage of Place des Arts to receive her BA. What began as an interest in English literature turned into a passion for learning and the compulsion to earn her degree no matter what the physical limitations.

It was hot the summer of 1991 when McLean took her first course, "so we read Canadian poets under the trees," she recalled in an interview in her Côte St. Luc apartment. "I enjoyed myself very much, and I went on to take Shakespeare that fall." After that, there was no stopping the lifelong avid reader; McLean continued in English and took the odd course in History and Classics.

As a girl, McLean had no aspirations to higher education and finished high school at Weston Private School for Girls, at 16. "As a teenager, my academic performance was not considered to be university quality. I did a lot better at Concordia," said the straight As and B-plus graduate. Besides, she added, "I was an only child,

and my parents didn't consider that I work. I had a thoroughly lazy youth, driving my mother around and drinking tea in the garden."

Worked as a secretary

Later, however, her father suggested that his unmarried daughter take some secretarial training so that she could support herself. McLean worked in the welfare department of the City of Westmount and at the old Children's Service Centre, now part of Ville Marie Social Services. "I enjoyed that very much," she said, "because I just typed and didn't have to make those difficult decisions."

Typing proved useful for producing the many assignments required in McLean's courses, though this year she hand-wrote her papers after her old Remington gave out.

"I loved my assignments because I love to write, but that feeling deserts me in an examination," said McLean, adding her love of writing, might have led to a career in journalism if she had identified it as a young woman.

Concordia helpful

McLean says she never felt out of place at the University. "I think Concordia is wonderful for that." And when, during this past year, she was incapacitated with a bout of shingles and a worsening of her arthritis, she found people "very kind."

Professor Lawrence Nowicki, of the English Department, went to McLean's home so that she could do an oral exam. And "one young woman in my sociology class always carried my briefcase to classes while I took the elevator."

Brigee Badour, adviser/secretary at the Mature Students' Centre, recalls



PHOTO: Jonas Paparellis

Althea McLean

that she and many others got to know McLean well. "Every Monday and Wednesday she would have her lunch at the centre's lounge before her classes. We're going to miss her. She is such an inspiration to everybody."

Planned course selection

Taking courses involved a bit of strategy so as not to get worn out. "I arranged for my courses to be on the same days and in the afternoons. It's hard to get down for the morning," said McLean, who now uses a cane. If she needed to use a library, she would go on

a Sunday, but she preferred courses that required no library research.

After tomorrow's convocation and the party her cousins have organized, McLean's life will calm down. She's preparing for a hip operation later this month that will give her a new lease on walking. After that, she's "going to indulge in some of the things I haven't had time for," such as reading her favourite authors, Thackeray, Dickens and Kipling, and joining the reading club at the Côte St. Luc Library. Will she return to do a Master's? "No," she laughs, "I'd be dead before I'd finish. But I might return to audit a course."

Co-op programme provides valuable jump-start to career

If Concordia's Building Engineering Co-op programme ever needs an endorsement, Dany Tremblay is available. Tremblay, 23, has just finished the programme, and he can't stop talking about how pleased he is.

Concordia's Building Engineering programme — Canada's first and only — is 14 years old, and it teaches every aspect of engineering as it is applied to the planning, construction and maintenance of buildings.

Tremblay is the first graduate of the four-year Bachelor's co-op programme. But co-op programmes are still a rarity in North America, so an introduction is needed.

The co-op puts strong emphasis on field work. It mixes seven academic terms with four paid work sessions out in the field, where students are under the supervision of an engineer. They are given more responsibility as they progress through the programme.

In a recent interview from Calgary,

where he's starting a new engineering job, Tremblay made it clear how he feels about the combination of academics and work experience.

"The co-op programme is the best thing that ever came out of anyone's idea box," Tremblay said. "It's the best thing for the student, the best thing for companies, it's good for the university ... and also for the community."

Tremblay said he had a good choice of firms which wanted to hire him upon graduation, and he attributes his success to the experience he got during his four work terms.

"Put yourself in the company's shoes," Tremblay said. "Two guys graduate at the same time. The first is totally green. Another guy is graduating with 16 months of valuable experience behind him."

As programme director Claude Bedard puts it, "The students in the work sessions don't end up mopping

See CO-OP GRADUATE page 26

GRADUATING?

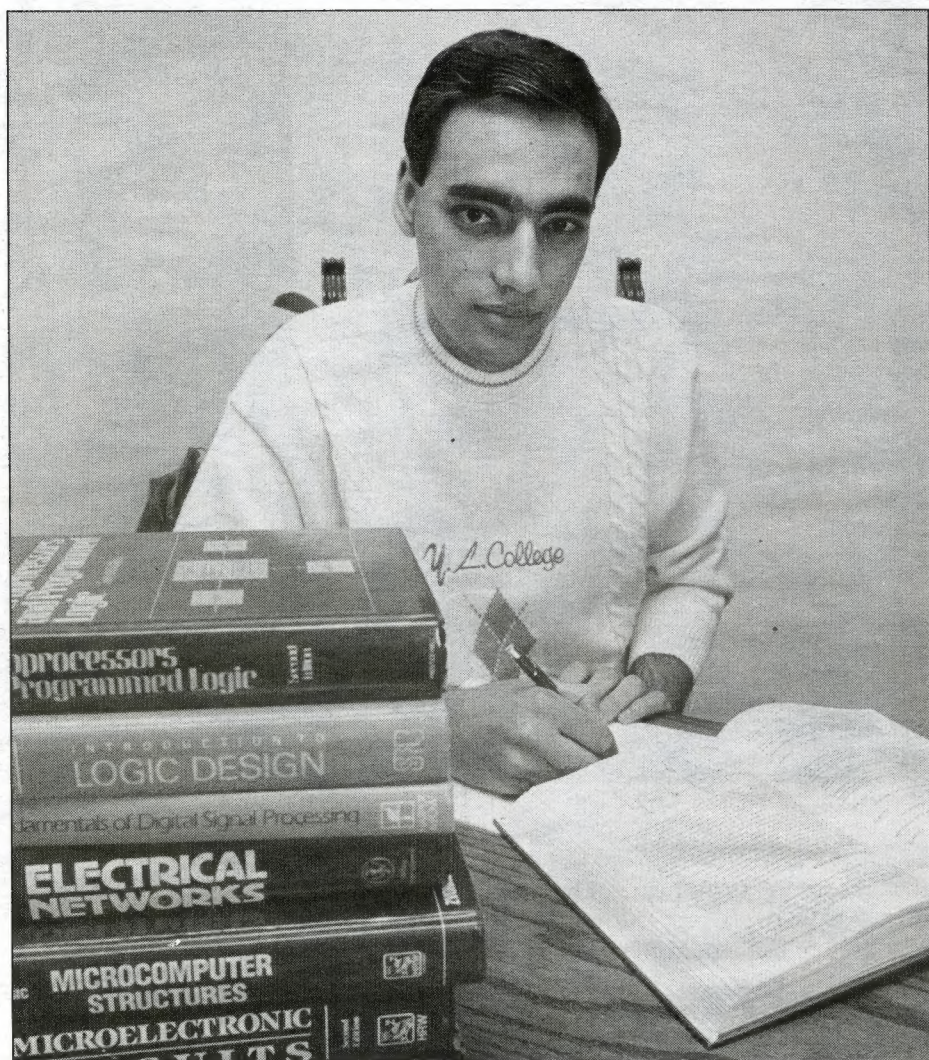
All students completing certificate, degree or diploma requirements during the Summer 1991 session who therefore expect to graduate this fall must apply to do so by July 15.

Fall 1991 graduation application forms are available at the Registrar's Services Department on each campus:

Loyola AD-211; SGW: N-107.

**Students who do not apply by
July 15 will not graduate this fall.**

Award winners balance



Rocco DiGirolamo

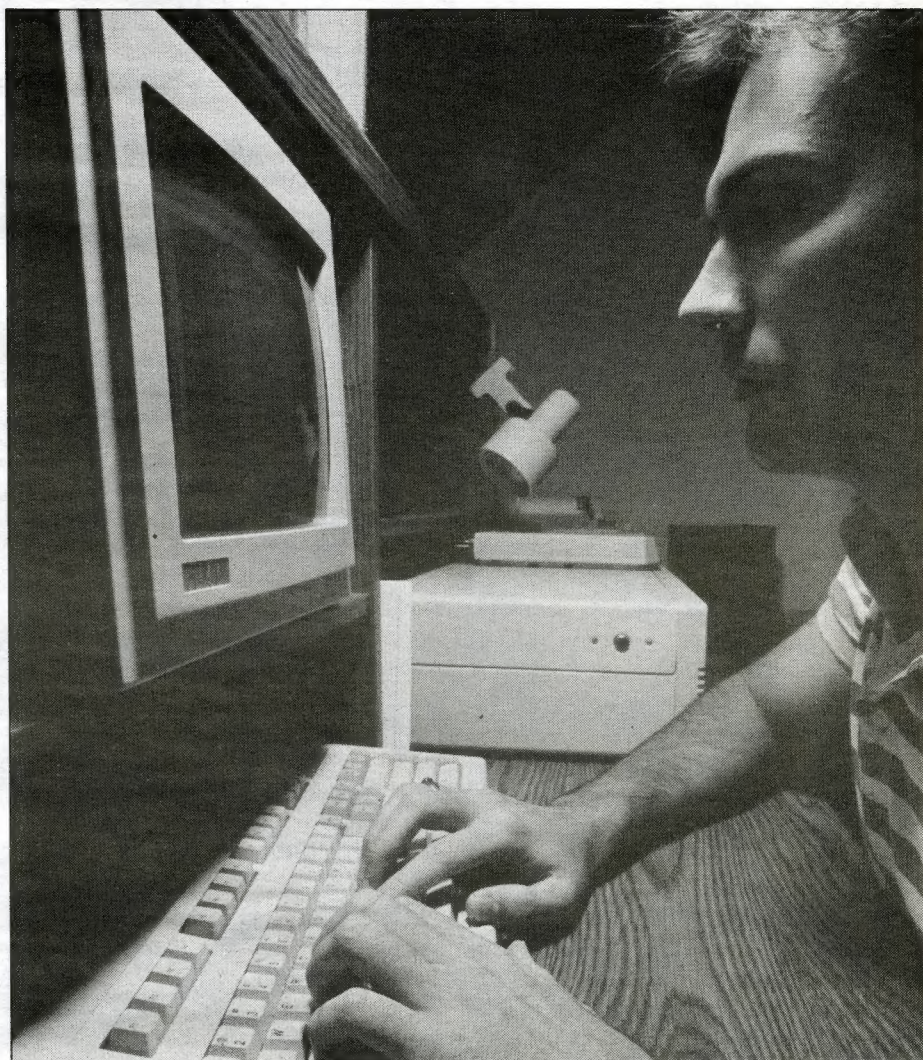
Rocco DiGirolamo doesn't rest on his laurels. He has just won the Chait Medal as the top Engineering graduate. Now he's ready to start a Master's programme.

DiGirolamo studied Electrical Engineering; his specialty was the communications option. He said that although there were times he had a hard time keeping his energy up during his studies, he always kept to a simple formula.

"My goal is to understand what's given to me," he said. "I try the hardest that I can to understand."

"The marks will follow naturally from that."

DiGirolamo also thanks Professor V. Ramachadran and Professor Pho Le-Ngoc for their help. In September, he starts Concordia's Master's programme in the Communications branch of Electrical Engineering.



Darryl Heapy

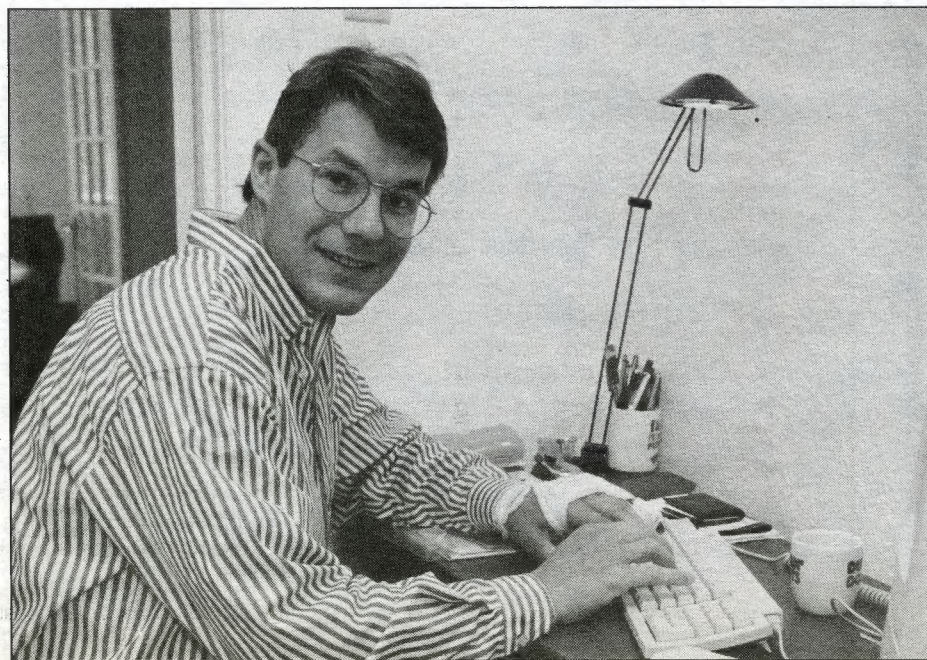
Darryl Heapy, the Computer Science Medal winner, makes it sound pretty simple.

"There was no secret to my success," said Heapy, 23. "My memory helped me a lot."

Heapy took only a couple of weeks off after finishing school; he's since started a job with a software company. He said he doesn't miss school yet, but he probably will in September. And he thanks Professor Jaroslav Opatrny for his help with compiler design.

Heapy said he didn't mind studying because he enjoyed his programme. But he took at least one day off a week.

"I have a girlfriend. She wouldn't let me sit at home working on the weekends."



Bruce Herscovici

Page 10 and 11 stories are by Shawn Apel.
All photos, with the exception of Deborah Ann Ford, are
by Jonas Papaurelis.

Bruce Herscovici deals in an important resource: people.

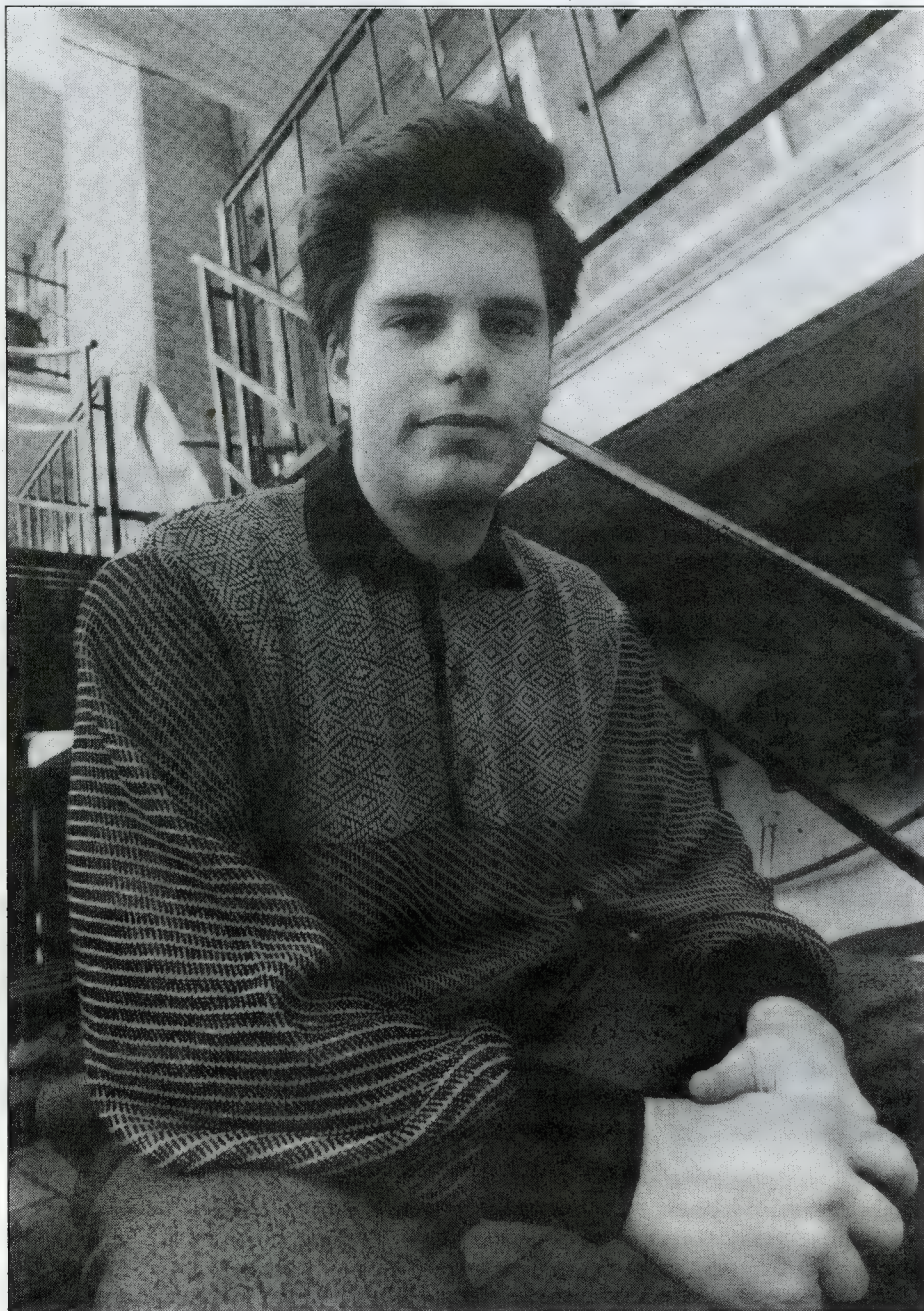
Herscovici, 27, is this year's top Master's of Business Administration graduate. He's already putting his education to work for him, in his new job with a human resource and management consulting company.

He can help an employer match the right people with the right responsibilities for a smooth-running company. Though he uses computers to help him, Herscovici said human instinct will never be replaced.

So did Herscovici have an instinctive feeling he would be the top MBA?

"It was completely unexpected," he said.

school work with a life



Vittorio Mario Grascia

If time is money, Vittorio Mario Grascia should do just fine. This year's Frosst Medal winner as the top graduating Commerce student said he owes a big part of his success to good time management.

"What I did all along was that I worked along the way, rather than waiting for the last minute," he said.

Grascia, who majored in Finance and minored in International Business, took a determined approach to his studies.

"My objective has always been to get the best education possible. I'm there for a reason, and I'm going to get the most out of it."

Grascia, who chose Concordia because it offered him "the flexibility to design the programme to suit me," calls himself a hard worker.

But "to avoid temptation," Grascia said, "one day a week I set aside and said, 'This is for me.'"

Now Grascia is a Banque Nationale management trainee, but he said he might like to further his education in the future.



Deborah Ann Ford

Deborah Ann Ford is the Alfred Pinsky Medal winner as the top graduate of Concordia's Fine Arts programme. Now she's about to study Marine Biology. What's the connection between biology and filmmaking?

"It's the necessity of original thinking," Ford said. "The fine arts and sciences use a similar way of thinking. You have to take what you have and think of something new."

Ford, 22, has lived all over Canada and been involved in many creative pursuits. Now she said she's interested in "what everything around me is made of."

In the fall, she starts a Bachelor's co-op programme in Marine Biology at Dalhousie University in Halifax.

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Honesty is best policy in marketing, too

by Gerry Wagschal

Community recreation groups must adopt marketing strategies like those used in the private sector if they hope to survive in the 21st century, but the marketing must ring true.

That was one of the messages delivered at a recent seminar at Concordia called "Leisure in the 21st Century: Marketing for Survival." More than 100 people attended the seminar, which was co-sponsored by the Department of Leisure Studies and the City of Dorval.

Professor Ron McCarville of the University of Waterloo was one of the speakers. The co-author of several books on the subject, he said the most effective marketing strategies are honest ones.

"You can only fool some of the people some of the time," he said. "Treat customers like a precious commodity. When in doubt, tell them the real cost of things. Don't treat them like mushrooms. Of course, some people are going to rip you off, but if you shortchange them, they'll tell nine other people about it."

Rules that apply to non-profit organizations also apply to private com-

panies. "People face many costs in order to participate in [recreation] programmes. What we have to do is try to reduce those costs."

These include not only financial costs but psychological costs such as fear of ridicule and uncertainty. Mixing experts with novices can destroy a recreation programme; McCarville gave the example of a gym where veteran bodybuilders intimidated new members.

The seminar, moderated by active Concordia alumnus and fund-raiser George Springate, included a panel which discussed points raised by McCarville. Most of them, like Pierre Vidal, Manager of Public Relations for the Montréal Expos, agreed with him.

"Treat fans with common sense," said Vidal, who graduated from Loyola College. For example, he said, part of the \$30 million renovations to the Olympic Stadium will include moving the seats closer to the plate. "Fans are tired of being so far from the plate. We want to turn it into a real baseball stadium."

Not all the panelists stressed honesty. Richard Daignault is the marketing manager of Starter, the largest manufacturer of licensed sportswear in North America. Starter makes Concordia Stinger caps and shirts. Daignault said

See LEISURE page 26



PHOTO: Barbara Davidson

The A. Ross Seaman Award for outstanding community leadership was presented at the "Leisure in the 21st Century" seminar in March. The award went to Peter Clark (above), a student in Leisure Studies. Though it was the first time that the award was given to a student in that department, the award is offered to groups that the late Ross Seaman was involved in, such as the YMCA, Kamp Kanawana, Concordia's Department of Applied Social Science, as well as Dawson College and in his home community of Prescott-Russell. Clark said that although he never met Seaman, he knew how much he had done to help youth. Clark is actively involved with the Boy Scouts and outdoor education programmes. The Ross Seaman Cup, an annual "friendly" competition, was held in May at the Beaconsfield Recreation Centre.

New Master's programme graduates its first student

by Carol Krenz

Carole Montpetit will go to her convocation this spring with the distinction of being the first person to complete a Master's programme in Child Studies. The graduate programme is a recent addition to the Department of Education at Concordia.

Montpetit's degree is based on a thesis programme which is highly academic in nature and focused on research training in child studies, growth development and the education of the young child. It covers a broad range, from storytelling to computer training in the young child, second-language learning, sibling relationships and after-school care programs.

There is also a non-thesis Master's degree which involves hours of field study and enables practitioners to investigate field-related problems, such as the difficulty in assessing the highly specialized needs of young children. One such graduate student is Frances Rudkin, who runs the pre-school at the Montreal Institute for the Blind.

Sandra Weber, current Director of the Master's programmes, says, "This particular programme attracts professionals whose concerns are diverse in nature yet commonly linked to provin-

cial day care needs. Our first graduate in the non-thesis programme will be Patricia Dowling, who works in a pre-school on the West Island.

"The Masters programme is a little over two years old and has a present enrolment of about 20, but there's room for 40, and eventually we'd like to be at full capacity. We're hoping to advertise more widely, but budget restrictions make it difficult."

Weber expects the Master's programme to become as widely popular and as highly regarded as the undergraduate programme. "We've had over 200 applications and there's room for only 45. I think that's what will happen in the the Master's programme as soon as more people become aware of it."

In an ongoing effort to meet the educational needs of young children, the Department of Education is expanding and designing new graduate programmes with an emphasis on day care enhancement. One such course is expected to be available in September 1992 and was designed to meet the needs of practising teachers whose undergraduate work didn't offer a focus on early childhood education. The proposed one-year programme will enable them to focus on the needs of the very young child, ranging from Kindergarten to Grade Three.

International students face tuition fee hike

The Québec government has again increased tuition fees for international students — this time by 20 per cent.

Effective this September, both new and returning international undergraduate students at Concordia will have to pay \$7,000 a year for basic tuition — up from \$5,800. The last such increase occurred in 1984.

Rector Patrick Kenniff told the Board of Governors at its May 15 meeting that Concordia will absorb the costs of the increase for graduate students (approximately \$200,000 for the next academic year), and will attempt to create "a contingency fund" to aid undergraduate students who find themselves in serious financial difficulty.

International students often form the backbone of Concordia's graduate programmes, Kenniff said, and every effort should be made to ensure that these latest fee increases do not drive

them away. The government announced the higher tuition fees after students had already been accepted for the summer and winter sessions.

Recognizing the many contributions that international students make, Kenniff and Governor Henry Habib, among others, said they deplored the short-sighted attitude shown by the Québec government in raising the costs of their education.

They urged their colleagues to use every opportunity to convince provincial authorities to expand the "fee waiver policy" that exists for students from francophone countries, and apply it to people from non-francophone nations as well.

The majority of Concordia's approximately 800 international students come from countries in the latter group.

— KJW

Giguère's mandate extended

Search committee named for Commerce and Administration Dean

Vice-Rector Services J. Charles Giguère has agreed to a University request to remain at his post for an additional seven months to give an advisory search committee sufficient time to recommend a successor.

Giguère had originally intended to step down May 31 at the end of his five-year term.

The decision to extend his mandate was made by the Board of Governors at its regular monthly meeting May 15.

The Governors also approved the membership of the 13-member advisory search committee selected to recommend a successor to Steven Appelbaum as Dean of the Faculty of Commerce and Administration. Christopher Ross has been serving as Acting Dean since Appelbaum's departure last summer.

The committee members are:

- Vice-Rector Academic Rose Sheinin (Chair);
- Governor Reginald Groome (representing the community-at-large);
- Fine Arts Dean Robert Parker (representing the academic deans);
- Commerce and Administration Professors Bryan Barbieri, Bakr Ibrahim, Abolhassen Jalilvand and Mohammed Jamal;
- Professional Librarian Louise Carpentier and Arts and Science Professor Norman Segalowitz;
- Commerce and Administration Graduate Student Claire Fiducia and Undergraduate Students Thomas Dowd and Scott Jarvis; and
- Commerce and Administration Support Staff member Brian Hawker.

The committee secretary is Angela Wilson Wright, Assistant to the Vice-Rector Academic.

— KJW

Memorial service for Rajiv Gandhi held in the Alumni Auditorium

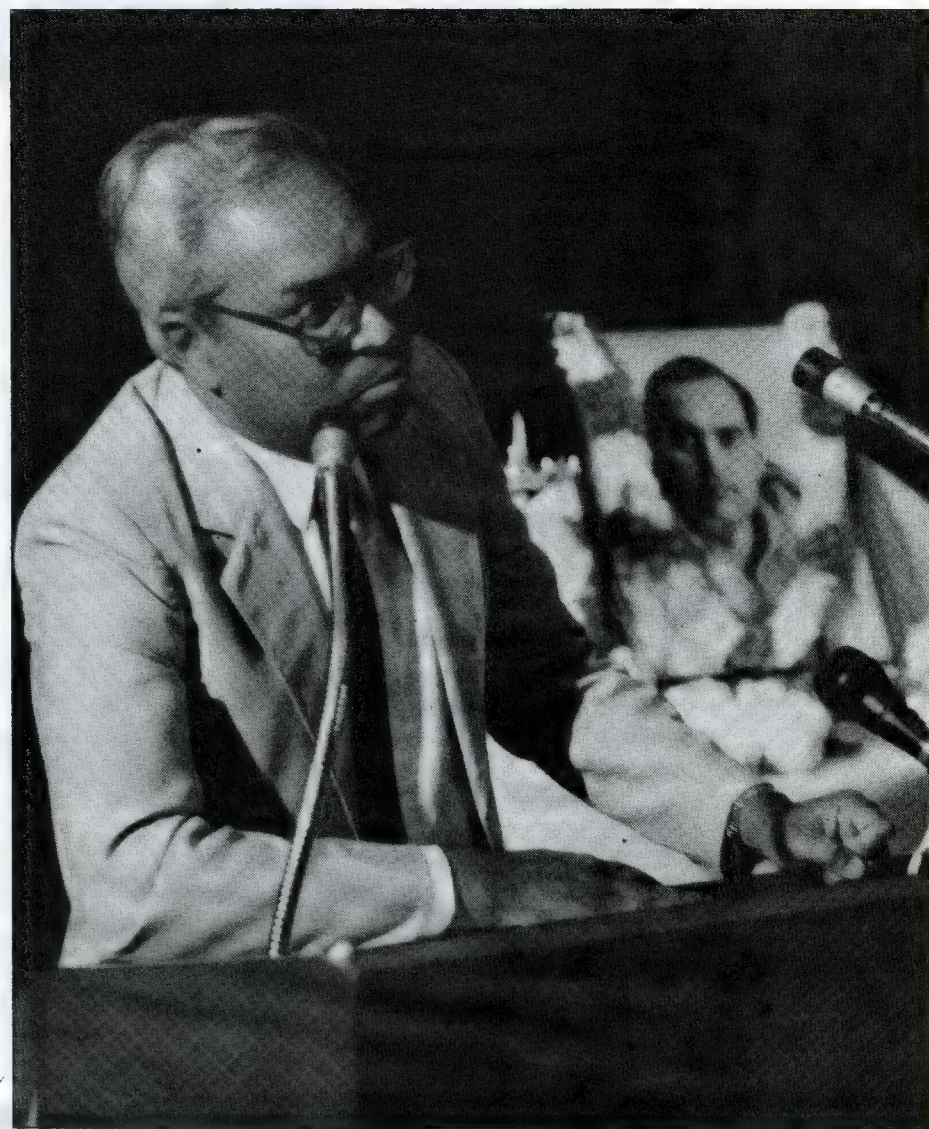


PHOTO: Owen Egan

Hundreds turned out for a memorial service in H-110 on May 25 for Rajiv Gandhi former Prime Minister of India. The service was organized by the National Association of Canadians of Origins from India, Montréal. McGill Professor Ravi Kanungo, above, was one of the speakers.

GSA asks Szabo to reconsider decision

Students want former dean to seek second term

Concordia's Graduate Students' Association (GSA) has asked M. E. (Fred) Szabo to reconsider his decision to step down as Dean of Graduate Studies.

After originally signalling his intention to seek a second term, Szabo announced in January of this year that he had changed his mind. He notified the 12-member Evaluation Committee that was established to recommend a nominee for the Dean's position that he would not seek reappointment when his current five-year term ended May 31, 1991.

Szabo's decision was made public February 13 at the regular monthly meeting of the Board of Governors. The Board subsequently transformed the 12-member Evaluation Committee it created last June into a 12-member Advisory Search Committee to recommend a successor to the Dean.

The strict rules of confidentiality that surround all search and evaluation committee proceedings prohibit members of the search committee from commenting on the list of nominees.

As CTR went to press Szabo was out of town and unavailable to comment about whether he had agreed to accept the GSA nomination.

Graduate Studies Associate Dean Martin Kusy is currently serving as acting dean.

— KJW

Governors approve mission, capital budget

The Board of Governors has approved the University Mission Statement submitted to it by Senate (see CTR May 16/91).

The mission "is intended to provide a succinct and general affirmation of the University's principles and objectives," Senate told the Governors.

It is to be used by units of the University as a basis for formulating their own missions, and for developing detailed planning objectives and strategies for the University as a whole.

In other business at their May 15 meeting, the Governors were told that Concordia is now being funded on a par

with other Québec universities — a result of years of lobbying on the part of many people.

"What this means is that we're now operating on a level playing field," vis-a-vis other universities, said Board Chairman P. André Gervais. "That news has been a long time in coming, and it is a very significant achievement."

The Governors also approved a \$3.9 million capital budget for Concordia for 1991-92 and heard a report about government salary policy for university employees (see page 24).

— KJW

4 elected to teachers associations

Tony Costanzo elected new CUFA President

Modern Languages and Linguistics Professor Tony Costanzo has been elected President of the Concordia University Faculty Association (CUFA). His term began on June 1.

Four more members of CUFA were elected to major posts in two important university teachers' associations. The new Fédération québécoise des professeurs et professeurs d'université was created last May 16 at a congress in Bromont. The new organization is the result of a year of discussions between members of the two former provincial groups, FAPUQ and IPUQ, and represents about 7,000 professors.

CUFA sent six delegates to the congress: then CUFA President Enn Raudsepp, President-Elect Tony Costanzo, two former Presidents, Arpi Hamalian and Michael Brian, a member of CUFA Council, Klaus Herrmann, and a former CUFA Treasurer, Hugh McQueen.

Two CUFA delegates were elected to major posts in the new federation. Hamalian, outgoing Chair of FAPUQ's Status of Women Committee, was elected Member-at-large of the seven-member executive committee, and Tony Costanzo, incoming President of CUFA, was elected a member of the Committee on Community Affairs.

CUFA also had two members elected to national office within the Canadian Association of University Teachers (CAUT) at their congress in Ottawa last month. CUFA Past-President Joy Bennett was re-elected for a second term as member-at-large of the CAUT executive and Applied Social Science Professor Marilyn Taylor was elected to chair the CAUT Status of Women Committee.

School's out and

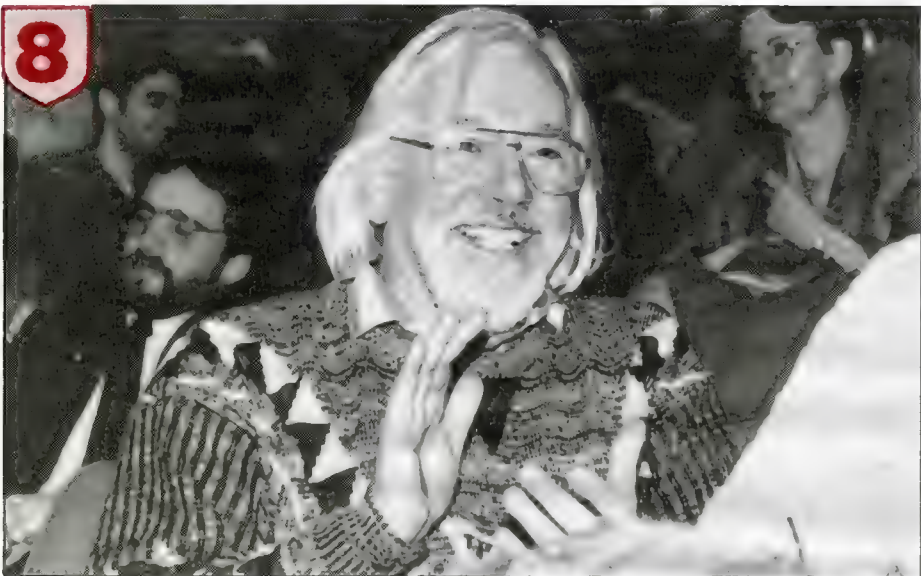


The academic year began with good weather and good food for students, faculty and staff in September with an orientation day for students (1) and the Rector's reception (2), both on the lawn of the Loyola Campus. Unfortunately for EnviroRock organizers, the weather did not hold out and despite a great musical line-up, fans had to run for cover (3). The day was picture perfect, however, for the first annual Shuffle (4), the campus-to-campus walk which raised almost \$20,000 for student scholarships. Concordia's first-ever Homecoming was a great success, with highlights such as this concert (5) featuring Music Professors Jan Jarczyk, Jeri Brown and Charles Ellison, and the Shrine Bowl (6). Concordia won the game 27-15 against the McGill Redman with Stéphane Chapados and Ron Aboud taking top honours. Principles and scenarios presented in the Strategic Space Plan Committee's Interim Report (7) divided the Concordia community, both literally and figuratively. English Professor Henry Beissel (8) shows his support for a colleague's comments at one of the consultation meetings.

PHOTOS: Owen Egan (2,5), Moritz Gaede (1), Paul Hasko (4), Jonas Papaurelis (3), Cliff Skarstedt (6) and Edmund Wong (8).



what a year it's been!



Seminar will examine new techniques to make earthquake-resistant buildings cheaper

by Alex Poulis

An award-winning structural engineer will be one of several keynote speakers to address an earthquake-resistant design seminar at Concordia on Monday.

Avtar Pall, founder of the Montréal-based Pall Dynamics Limited, will be presenting projects during the day-long "Innovative Techniques for Earthquake Resistant Design Used in Buildings in Montréal" seminar on June 10 in Auditorium H-435 of the Henry F. Hall Building.

Pall, who received his doctorate in 1979 from Concordia's Centre for Building Studies (CBS), won, with his colleagues, the top structural engineering award from the American Society of Civil Engineers in 1983. The prize was awarded for their work with friction-damping devices, which he originated.

He now teaches at Concordia.

The CBS seminar will focus on friction dampers and base isolation, technologies that now make it affordable to design damage-free structures.

Three Montréal buildings have been built using these new techniques, including Concordia's downtown Library Building, currently under construction. Monday's seminar also includes visits to the sites.

Friction dampers are steel plates of various sizes, with special friction pads inserted between them. Pall's company manufactures earthquake-resistant dampers which have been patented in a number of countries and are used internationally.

"Dampers behave like car brakes," explained Pall. They work two ways, acting as "safety valves" to limit forces exerted on a building during an earthquake, and they limit the extent of stress in a structure by greatly reducing the amount of energy entering materials such as columns and beams.

"Base isolation," the other technique, "is used only in small buildings of about three to five storeys," said Pall.

"What we do is put friction base isolators between the foundation and the superstructure [structure above the foundation]. When the ground is moving, up to a particular force — the friction force — the foundation and superstructure are not slipping.

"But when an earthquake of bigger intensity occurs, beyond the capacity of the building materials, the friction base isolators slip. As soon as they slip, they decouple the superstructure from the foundation and isolate it. So, less force will be going into the superstructure. It means that less damage is caused to the superstructure."

Besides increasing the earthquake resistance potential of structures, these new technologies also decrease construction costs because a device-equipped building requires less material.

The seminar is free for students.

Innovative Techniques for Earthquake Resistant Design Used in Buildings in Montréal

June 10, 1991 - Concordia University, Hall Building H-435

8:30 a.m. - Registration, Main Lobby

9 a.m. - Welcoming address

- Technical Session, Dr. Moe Cheung, Director, Research, Development and Implementation, Public Works Canada, Ottawa.

9:30 a.m. - State-of-the-art lecture. Dr. Alexander G. Tarics, Chairman, Base-Isolation Corporation, San Francisco, California, and Special Consultant on Seismic Engineering to the United Nations.

10 a.m. - Overview on Friction-Damped Buildings. Dr. Sheldon Cherry, University of British Columbia

10:50 a.m. - Architectural Perspective. Jacques Plante, Weleman, & Guy, Blouin & Associates, Architects, Montréal.

11:05 a.m. - Description of Projects. Dr. Avtar Pall, President, Pall Dynamics Ltd., Montréal.

noon - Site visit, Concordia Library Building

1:30 p.m. - Site visit, École Polyvalente Sorel

5 p.m. - Site visit, Friction base-isolated house
Participants are requested to bring their own construction safety hats.

Concordia University is presently seeking a

Dean, Faculty of Commerce and Administration

to take office 1 January 1992 for a five-year renewable term.

The Dean is an academic leader of a dynamic Faculty of Commerce and Administration which currently comprises some 6000 students pursuing programmes in B.Admin., B.Comm., M.Sc. Administration, MBA, EMBA, and Ph.D. Both undergraduate and graduate offerings are inter-disciplinary with five participating departments. Research is carried out within the context of the departments and centres.

The ideal candidate will be an individual with national and international academic stature and credibility. In dealing with the external and internal communities, the interpersonal skills of the candidate are vital. The demonstrated ability to administer and manage, the capacity to carry through projects from beginning to end, the ability to communicate in French, excellent negotiating skills and the ability to collaborate effectively are essential.

The Dean must possess scope of vision, boldness and confidence, a commitment to inter- and multi-disciplinary programmes and a clear appreciation of the inter-relationships among the differing disciplines and the ability to reconcile varying positions within the academic community.

The Dean of the Faculty of Commerce and Administration is one of five Academic Deans, reporting to the Vice-Rector, Academic. The individual chosen should be able to work easily with a team of senior administrators which includes colleagues, as well as the senior administrators who form the Office of the Rector, sharing information and participating in major policy decisions.

Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Applications or nominations, including a full curriculum vitae and names of three possible referees should be sent by 30 September 1991, 5:00 p.m. to: Dr. Rose Sheinin, Vice-Rector, Academic, Concordia University, 7141 Sherbrooke St. West, AD 231, Montréal, Québec H4B 1R6



Concordia
UNIVERSITY

REAL EDUCATION FOR THE REAL WORLD

Great teaching ideas pay off in competition

A new grant competition at Concordia is challenging faculty members to find creative ways to get their messages across to students.

The Teaching Development Grants competition, which gave away \$75,000 in its first year for innovative teaching ideas at Concordia, is an encouraging sign for the future, say two members of the selection committee.

Twenty-two winners were chosen from 77 applicants by an eight-member selection committee appointed by the Vice-Rector Academic. The \$75,000 in prize money represents a totally new fund, made available by the University for the first time.

There was no limit to the amount an applicant could request, as long as the innovative nature of a proposal could be demonstrated. Eventual winners were awarded sums ranging from \$945 to \$10,280.

Members of the selection committee say that members of the University community have responded enthusiastically to the new contest.

"There were a lot of super applications," said Sean McEvenue, the outgoing Associate Vice-Rector Academic (Curriculum and Planning) who chaired the selection committee.

"Seventy-seven applicants is a significant number," McEvenue continued. "All of these people, who are

busy to begin with, dropping everything to apply for this — I'm very impressed."

McEvenue listed some minor changes for next year, including a name change: the Concordia Fund for the Innovative Development of Teaching (CFIDT). The name change will emphasize the push for innovation, McEvenue said, and clarify the fact that CFIDT is not a continuation of the Learning Development Office's Teaching Development Fund, which handed out grants — though for much smaller amounts — between 1974 and 1985.

McEvenue said that despite minor adjustments, first year results have been encouraging, and the contest could play an important role at the University.

"There's a feeling expressed by faculty members and the Vice-Rector Academic (Rose Sheinin) that some new focus on teaching is needed at this time," McEvenue said.

Ronald Smith, Director of the Learning Development Office, also noted the high degree of interest in the contest.

"We had 77 requests for a third of a million dollars... I'm encouraged that the University is setting aside this money to work on teaching in an innovative and creative way."

Next year's contest is expected to invite applications early in 1992, with the winners announced in the spring.

Commuting is a deciding factor

Poll of 125 students favours downtown campus

by Ray Beauchemin

A study by the Sociology and Anthropology Department has found that although a majority of its day and evening students take classes on both campuses, the overwhelming majority prefer classes on the Sir George Williams Campus.

The report of the survey, prepared by Professor Taylor Buckner, also found that students are irritated by the trip to the Loyola Campus, particularly those who work or live in the northern, southern, eastern or downtown areas of Montréal.

Second survey next fall

The study was conducted by Buckner in response to the Strategic Space Planning Committee's report earlier this year suggesting consolidation of several departments by eliminating their downtown offices. Each Sociology and Anthropology student entering the second or third year who came in for advice during March and April was asked to complete the survey. A second survey will be conducted in the fall, and may include first-year students and students in other disciplines taking Sociology and Anthropology courses.

"I decided to see what students wanted and what was convenient to students. It didn't seem that the Space Planning Committee of the University had taken that into account," Buckner

said recently.

More than 125 students answered the survey, which addresses student preferences and commuting, Buckner noted, not departmental consolidation.

If the downtown offices were eliminated, Buckner said, the effect on students would be less dramatic than on their teachers.

Academic productivity reduced

"The academic productivity of travelling faculty, would, of course, be reduced as they spent time travelling and sitting around in offices without their books, phones and computers, waiting for students to come see them."

To the question, "Have you ever taken classes at..." 88.2 per cent said they had taken day classes and 92.1 per cent had taken evening classes at Sir George. Loyola day classes were taken by 74.8 per cent; 60.6 per cent had taken evening classes there. Given the large number of students who had taken both day and evening classes on both campuses, Buckner wrote, "their ranking of campus preferences is based on personal experience rather than on the 'image' of the campuses."

Students then ranked their preference on a scale of 1 to 4 among Sir George and Loyola day and evening classes. The clear preference was day classes at Sir George — 54.5 per cent. Second was Loyola day classes at 27.9 per cent, followed closely by Sir George evening classes — 23.8 per cent. More than 57 per cent did not care for evening classes on the west end campus, naming it their

last choice.

The average commuting time from home to Sir George was 30 minutes compared with 40 minutes to Loyola. From work, it was 15 minutes to Sir George and 40 minutes to Loyola.

Most students took a bus or the Métro to Sir George, and the bus, Métro or the Concordia shuttle to Loyola.

Additional questions will be asked in

the second survey, Buckner noted, including: car ownership, students' reaction to having all their classes shifted to one campus or the other, what the "break point" would be when a student decides to switch universities because of commuting time.

The report has been given to the Space Planning Committee as part of a departmental report, Buckner said.

Software for space robot arm to be developed here

The Canadair Group of Bombardier Inc. was recently awarded a \$150,000 contract by the Canadian government to research and develop software for robotic systems. Concordia has been selected to be the subcontractor to assist the surveillance system division of the project.

A robotics research group from the Department of Electrical and Computer Engineering will help to develop methods of control, path planning and obstacle avoidance for the robot arms. The software will be used in the robotic systems for the mobile servicing system on the multinational Space Station project. These technologies are required to steer the robotic arms and manipulators, and are being developed as part of the Strategic Technologies in Automation and Robotics Programme managed by the Canadian Space Agency.

— DGV

Statisticians count their blessings: We use them more than ever

Every 10 years, statisticians from across Canada gather at Concordia to compare notes and talk about a decade of developments in their field. Statistics '91 Canada, the 3rd Canadian Conference in Applied Statistics, was jointly sponsored last week by the Department of Mathematics and Statistics and the Department of Decision Sciences and Management Information Systems.

"If there is one recurring issue over the past three decades," said Danielle Morin, a Professor in the Department of Decision Sciences and MIS. "It is the growing popularity and accessibility of statistics."

By "popular," Morin said, she does not mean trendy, but increasingly used, because of statistics' growing range of applications and uses. This is the direct result of technological developments in the computer sciences which seem to be pulling statistics along in stride.

Her colleague at DS and MIS, Jamshid Etezadi-Amoli, agreed. He added that within the last 10 years, developments in computer graphics have helped statisticians to visualize their work.

"Statistics is the art of observation, and often we must look at many variations at the same time. This is where computer science has helped tremendously," Etezadi-Amoli and Morin were among the eight members of the conference's organizing committee.

The latest trend in statistics is Resampling Inference, the theme of Statistics '91 Canada. One technique used in

resampling — and a favourite among PhD students, according to Etezadi-Amoli — is Bootstrap, a procedure by which the statistician attempts to extract more conclusive information from repeated reworking of the original sample.

Etezadi-Amoli said that the use of the Bootstrap technique in this summer's Canada-wide census could save a lot of money spent on compiling and analyzing information.

Invited guests at the conference included representatives from Statistics Canada, Health and Welfare Canada and Bradley Efron of Stanford University, who is known as the father of Bootstrap.

C.R. Rao of Penn State University, a name synonymous with statistical theory, was the conference's honoured guest. Eighteen sessions were presented, ranging from the esoteric uses of statistics to more accessible applications. Etezadi-Amoli describes his own paper on psychometrics as a way of measuring and scaling things that can't be measured.

"For example, how do you measure socio-economic status or education where the concept of education extends beyond formal education?"

When asked whether the same statistics can be manipulated to defend mutually exclusive positions, Etezadi-Amoli said, "Statistics are valid and accurate inasmuch as they measure what they are intended to measure." —JT

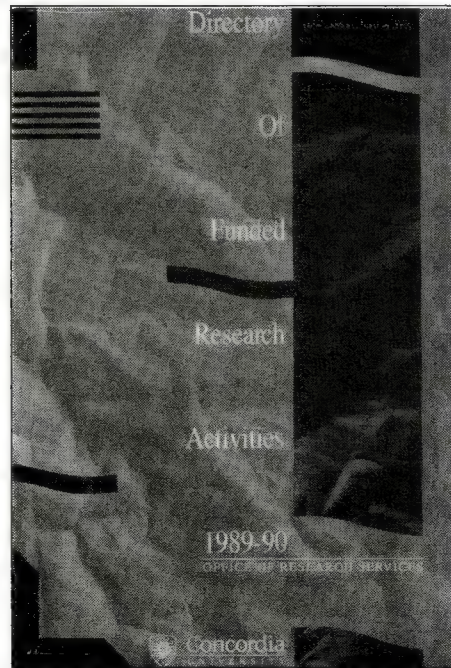
Research directory issued in expanded third edition

The Office of Research Services recently issued its third annual edition of *The Directory of Funded Research Activities 1989-90*. The Directory describes funded research, scholarly and creative activities in all four Faculties for the fiscal year 1989-90 as well as a list of research interests and areas of expertise of individual faculty members.

Each successive Directory has been expanded and made easier to read within a magazine-type format. This latest edition also contains nine articles about Concordia's recognized research centres and statistical information tracking the University's increase in research activity over a five-year period.

"The Directory is intended to be used as a research tool for both industry and the research community. It raises awareness of the diversity and importance of research being conducted at Concordia," said Audrey Williams, Director of Research Services.

The 92-page document is distributed to all major granting bodies across Canada and the United States, to industry and government, and to research administrative offices in all Canadian universities, including the local research community.



The Directory does not list publications, exhibitions or performance activities, as each Faculty provides this information.

Copies are available from the Office of Research Services while quantities last. Call 848-4888.

— DGV

Hamalian steps down as Simone de Beauvoir principal

The end of this term marks the end of Arpi Hamalian's five-year principalship at the Simone de Beauvoir Institute. She's not leaving because she has to, or even because she wants to, but because she felt it was time to let someone else have the pleasure of heading the women's studies institute.

"I enjoyed it very much. I think it's a real opportunity for anyone in the University. There's lots of new scholarship and innovation at the Institute. It's just great," says the Education Professor, "and I want to give someone else a chance."

During her tenure as principal, Hamalian managed to overcome an ideological split that had put the institute under trusteeship.

"Arpi succeeded in making it possible for people with different opinions to work together," says long-time Institute associate and former Principal Maïr Verthuy, Professor of Études Françaises. "She made it possible for us to have creative differences of opinion. We could disagree and out of that came good things."

Lots of publishing

Some of those good things included the creation of two and a half tenured positions for the Institute, laying the groundwork for a Master's programme in Women's Studies, a 100-per-cent success rate (for 1990-91) in obtaining Social Science and Humanities Research Council grants and a high rate of publishing, says Hamalian. "We've had three or four books published every year I have been here."

In part, the high rate of publication is attributed to the adjunct fellow programme that Hamalian initiated. When visiting scholars under the programme publish their work, they are identified with the Institute, says Hamalian, citing the example of adjunct fellow, Marianne Ainley, author of *Despite the Odds*, a book on Canadian women in science. Hamalian also initiated a working papers and seminars series.

New international programmes

In the future, Hamalian would like to see the Institute continue its international work. During her years at the Institute, she initiated an exchange programme with African and Indian universities. Now, she says, it is time to consolidate those programmes with the international programmes developed by the University's Council for International Academic Cooperation.

Hamalian hopes to maintain an association with the Institute when she returns full-time to Education. She teaches graduate courses and researches on the subjects of education policy for immigrants and minorities, and qualitative methodology in educational research. Her replacement is as yet unknown. In fact, says the outgoing principal, "I may be replacing myself."

The search for a new principal is "still in progress," says search committee member outgoing Vice-Dean, Student Affairs Sylvia Ruby. —BC



PHOTO: Owen Egan

Arpi Hamalian, centre, is flanked by members of the Simone de Beauvoir Institute's faculty and staff at her recent farewell reception.

Professor Sharma wins students' award for outstanding teaching

by Phil Moscovitch

Students in the Faculty of Commerce and Administration love Professor Mahesh Sharma. Sharma, who teaches in the Department of Decision Sciences and Management Information Systems, is this year's recipient of the Outstanding Contribution to Student Life by a Teacher Award.

Sharma is the fourth recipient of the award, which is given by the Commerce and Administration Students Association (CASA). Students nominate professors during the course of the academic year. CASA chooses a winner based on the information provided by the students.

Thomas Dowd, the president of CASA, explained that Sharma was given the award "because of his contributions to teaching" as well as for his extraordinary support of students and their efforts.

"He'll come in on a Saturday night at 10 to meet a student," said Dowd. "He's very student-oriented." Sharma also supported the creation of the Decision Sciences Students Association.

This is not the first award Sharma has received in his 16 years of teaching at Concordia. In 1985, he was the recipient of the John O'Brien Teaching Award. Still, he was surprised when CASA honoured him.

"CASA just invited me for an evening dinner with some students," he said. "Then Thomas [Dowd] said, 'We've selected you.'"

Sharma is dedicated to his students. "I do my job the best I can because that is all I have, and because it is my responsibility," he said. Sharma lost his wife, two daughters and mother-in-law in the 1985 Air India crash.

Although Sharma takes some consulting jobs as an engineer in addition to his full course load at Concordia, Sharma said that "I am available to students every day in my office."

Sharma may give his students plenty of assistance, but he also makes them work hard. "The majority of them appreciate it. In class I assign a lot of homework, but I am always ready to answer questions."

He doesn't offer any easy solutions — especially when he knows that the students are capable of doing the work themselves. He makes students struggle with assignments because he believes "frustration is a key to learning."

"Part of the job is to guide the students so that they can do it by themselves."

Dowd added that he could appreciate Sharma's efforts and approach first hand, as do many other students. "I've had him as a professor and I think he's just great."

Joint Employment Equity Committee named

The Joint Employment Equity Committee, as established by Article 12.01 of the CUFA Collective Agreement, will have the following members for the 1991-92 academic year:

June Chaikelson (Psychology)
Susan Hudson (Design Art)
Robert Roy (Biology)

Alternate members will be:

V.V. Baba (Management)
Gail Valaskakis (Communication Studies)

As expressed in Article 12.01, the schedule for the implementation of employment equity policies will be as follows:

1. The Employment Equity Office shall determine, based on the analysis of 1988-89 availability data, what constitutes adequate representation of women in each discipline and rank. This report will be completed by August 13 at the very latest.
2. The Departmental Personnel Committee of the Departments where women are under-represented must establish action plans to implement departmental hiring objectives for the next two years. These plans must be completed by September 30, 1991.
3. Only after the action plans have been prepared will the JEEC begin to make the recommendations about actual hiring (i.e. beginning next fall/winter).

In the meantime, the JEEC will be -

- 1) holding information sessions with Chairs and Departmental Personnel Committee Chairs about the nature of action plans;
- 2) helping individual departments prepare action plans;
- 3) informally monitoring current hiring in order to develop an understanding of the processes used.

— Maurice Cohen, Vice-Rector Institutional Relations and Finance
Enn Raudsepp, President, CUFA/APUC

Year at Lonergan provided time for renewal

by Ray Beauchemin

For the past 20 years, Sociology Professor John Drysdale has studied the life and work of German sociologist Max Weber. At least, he has tried to.

With his commitments as assistant dean of the Faculty of Arts and Science and a term as chair of the Sociology Department, time for research was scarce. That changed last year, however, with Drysdale's appointment as scholar-in-residence at Lonergan College.

"The year I spent as scholar-in-residence has been the most rewarding academic year I've spent here. It was a rare opportunity to lead a seminar in which there were not only some of the most interesting students I've ever encountered, but also many interested colleagues who were fellows in the seminar.

"You put forward your ideas to a steady audience of colleagues who are sympathetic and critical at the same time. It provided a challenging impetus to develop new insights into Weber's work," said Drysdale, who has taught at Concordia since 1971, after stints at Louisiana State University and the University of Kentucky.

Drysdale was the first in-house professor to become the visiting scholar at Lonergan College, which takes an interdisciplinary approach to the religious questions that are implicit in human experience.

Lonergan's distinguishing feature, and what attracted Drysdale, is the common seminar taken by students and fellows to study the main works of leading thinkers or literary figures. In the past, these have included Dante, Darwin, Goethe and Machiavelli. Next year, McMaster University Religious Studies Professor John Robertson will

lead seminars on Nietzsche.

The year spent at Lonergan has given Drysdale the time to work on two books on Weber, who is regarded as the father of sociology.

A turn-of-the-century scholar of enormous breadth, Weber was trained in law, economics and politics. He became a leading expert in the comparative study of religion, and is probably best known for *The Protestant Ethic and the Spirit of Capitalism*. The work, focusing on Calvinism, was part of a wide-ranging study of world religions.

Economic implications of religion

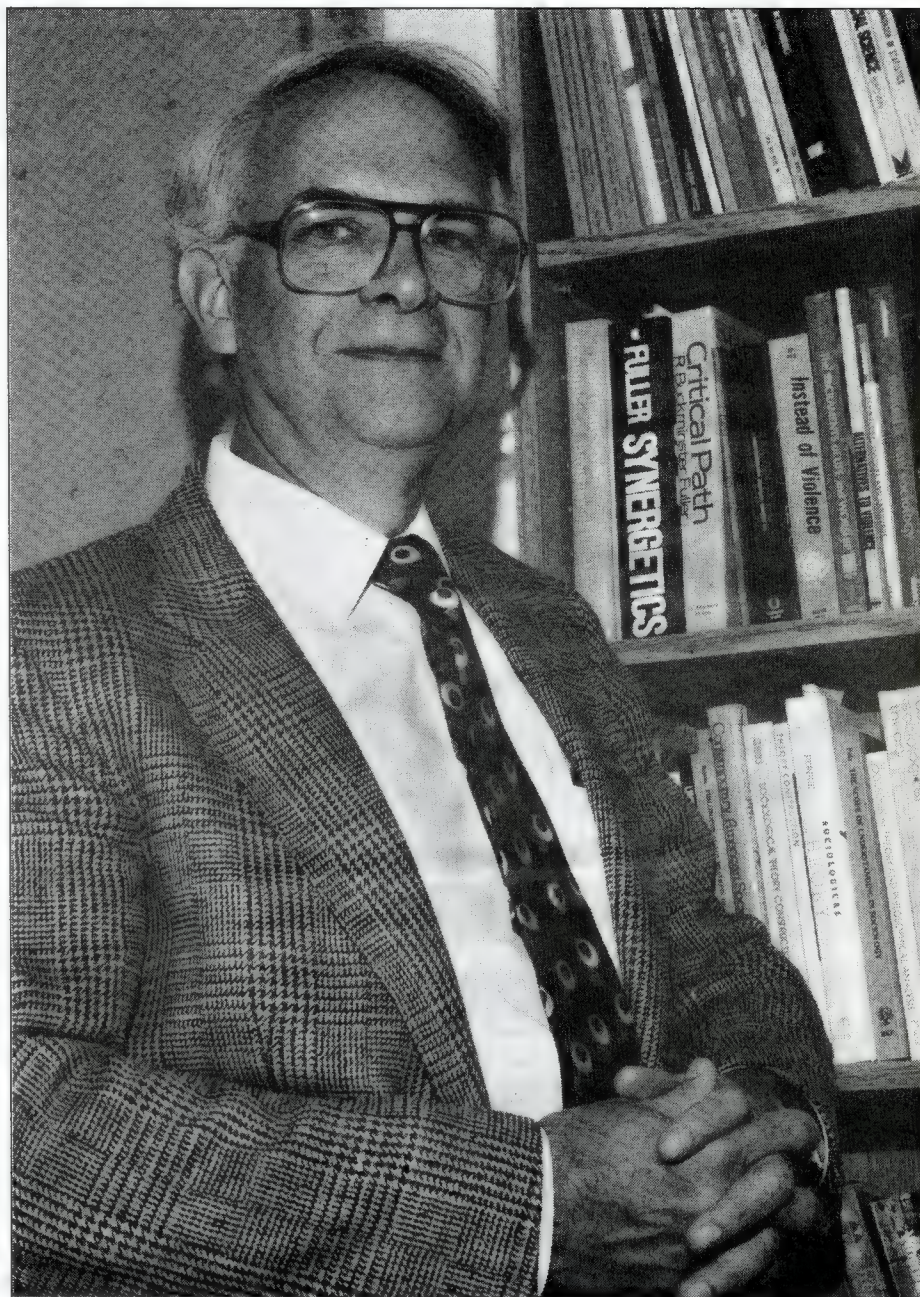
"In each case, he was interested in the relationship between religion and the formation of habits of character which in turn have economic implications, whether these economic consequences are intended by religion or not," Drysdale said.

From Hinduism, Buddhism and Confucianism to ancient Judaism and modern Protestantism, Weber was studying "what kind of person is formed by these religions. Is it a methodical, hard-working kind of person, or an indolent individual? Or a mystical sort of personality? These would have different implications for the economic life of a society," Drysdale said.

Weber was interested in the paradox that Calvinism, which seemed to frown on money-making, developed hard-working individuals.

"What Calvinism really frowned on was spending. This led to hard-working entrepreneurs who reinvested in their enterprises. It fuelled rapid economic growth, particularly in Britain, the Netherlands and, later on, in the U.S."

What the Lonergan Year did for Drysdale was to give him the time to "reinvest" in himself and Weber. Because he had spent so much time specializing in Weber's methodology, there were "many parts in the range of Weber's



John Drysdale

PHOTO: Charles Bélanger

work which I had not studied prior to this year. ... I was reading some things, not for the first time, but in a new way, because of the need to communicate his ideas to scholars and students coming from so many different disciplines."

Lonergan was a challenge that pushed him as a specialist. "The challenge is in communication, making sense of someone like Weber to people who are coming from so many frames of reference themselves."

Nominated for 3M Teaching Award

Byrnes' thoughtful literary criticism draws respect

Award-winning authors have thanked him publicly. Others have dedicated their books to him. He's been nominated for a 3M National Teaching Award. English Department Professor Terrence Byrnes has been helping Concordia students improve their creative writing for 15 years, and people are starting to take notice.

Byrnes, 42, is the author of one collection of short stories, *Wintering Over*, and the editor of another, *Matinées Daily*. What makes his teaching special?

Socratic method

"I don't have a specific philosophy of teaching at all," said Byrnes. His goal is to help students gain confidence and clarify their ideas. "My method is generally socratic. I ask tons and tons of questions. And I do the same thing at all levels, 200 or graduate."

Byrnes lets students know what his ideas are, but also allows them to develop their own. "I do have a notion of art and a notion of literature, and I openly say what I think about these things; people are free to accept or reject it. I'm not threatened by them, and I don't threaten people."

In his Creative Writing classes, Byrnes adopts a three-step approach to teaching. The first step is to discuss a student's writing on its own terms. Then Byrnes tries to "broaden the discussion" by looking at ways the student could change or develop the text.

When appropriate, Byrnes also addresses the issue of publication. "That's not really a big part of it, but I do try to keep the real world at hand."

This year he taught two-and-a-half courses, from an undergraduate class with more than 50 students to small graduate workshops. For each student portfolio submitted to him, Byrnes types a thoughtful

response, sometimes up to a page in length.

Taught award winners Ricci, Ng

Among the writers who have paid tribute to Byrnes are Concordia graduate Nino Ricci, winner of the Governor-General's Award for English Fiction, and Lucy Ng, a graduate student who took second prize in this year's CBC Literary Competition. Roma Bross and Elizabeth Harvor have dedicated books to him. Byrnes, however, remains modest about his contributions. "I read their work and made some suggestions. That's my only part in it."

Undergraduates also appreciate Byrnes' efforts. "He was the best teacher I had in my three years here," said Susan Duncan, a Byrnes student in the Winter 1991 semester. "He listens to the students and he takes them very seriously. He loves his subject, and he doesn't pretend he knows it all." — PM

Concordia promotes

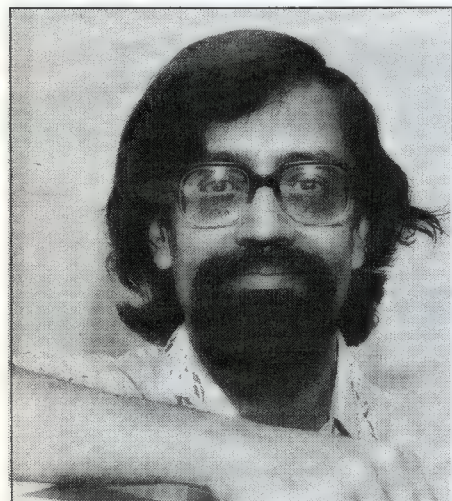
Effective June 1, 1990, the following outstanding academics were promoted to the ranks of Professor Emeritus, Senior Librarians and Professor



Joy Bennett



Loren Lerner



Syed Twareque Ali

Professor Emeritus

**David
Wheeler**

BSc (King's College, London)

When Professor Wheeler joined Concordia's Department of Mathematics in 1975, he was already an internationally recognized thinker in mathematics education and a well-known classical scholar. He had taught mathematics at the secondary level and lectured in mathematics education at the University of Leicester. He was also the author of books and textbooks and was the editor of *Mathematics Teaching*, the influential journal of the Association of Teachers of Mathematics in the United Kingdom.

At Concordia, the Mathematics Department's early commitment to education was through the Master's in the Teaching of Mathematics programme (MTM). However, Professor Wheeler soon widened the perspective by weaving in the pedagogical, psychological, historical and philosophical connections to mathematics education.

One of Professor Wheeler's first actions on a national level was to co-organize an invitational meeting of mathematicians and educators to consider the implication of John Coleman's Science Council Report, *The Mathematical Sciences in Canada*. That meeting brought Canadian academics together for the first time to discuss the Canadian Mathematics Education Study Group which has expanded and grown into what it is today. For this endeavour alone, mathematics education in Canada owes him a great debt. He brought the international mathematics education community to Concordia by attracting visiting scholars and lecturers, and co-directed the first FCAR three-year research project on problem-solving which launched the research component of the mathematics education group.

In five short years this group achieved an international reputation, with a very high research profile and an active role in many national and international organizations. For over a decade, Professor Wheeler has been Canada's representative to the International Commission on Mathematics In-

struction, a subcommission of the International Mathematical Union. He has also created a valuable personal legacy for the discipline in the form of the international journal, *For the Learning of Mathematics*, now in its ninth volume. This journal, which has had an influence far beyond its circulation figures, "aims to stimulate reflection on and study of the practice of mathematics education at all levels."

Promotions to the rank of Senior Librarian

**Joy
Bennett**

MLS (McGill University, 1976);
MA (Sir George Williams University, 1973)

Joy Bennett joined the Concordia University Libraries as a research assistant in 1973 and has been the bibliographer for the Department of English and a reference librarian. She is currently Head of Special Collections in the Norris Library and has university-wide responsibility for the interlibrary loans system.

She has been a member of the Advisory Council, Graduate School of Library and Information Science, McGill University, and a sessional lecturer at that institution. She has been a fellow of the Simone de Beauvoir Institute and has published a book entitled *Comprehensive Annotated Bibliography of Simone de Beauvoir* (1988) in collaboration with Gabriella Hochmann, a colleague in the library. She has written a descriptive catalogue of the manuscripts in the Irving Layton Collection, Concordia University Libraries, and is currently engaged in writing an annotated bibliography of Mary McCarthy, again in collaboration with Gabriella Hochmann.

Her research projects have received substantial SSHRC funding. She has also been responsible for the acquisition and organization of the Irving Layton Collection and the administration of the Concordia CBC Radio Drama Archives.

**Loren
Lerner**

MLS (McGill University, 1975);
MA (University of Michigan, 1972)

Loren Lerner joined the library staff in 1975 as a reference librarian and bibliographer for the visual arts, music and theatre. She is currently in charge of the library's Media Centre while continuing her bibliographical responsibilities in the field of visual arts.

She has lectured both at Concordia University and at the Graduate School of Library and Information Science, McGill University. She has an extensive publication record, including *Oral History Montréal Studies*; *Montréal Art Community* with Professor Laurier

Lacroix, Department of Art History, Concordia University, and has been published in the following journals: *Art Libraries Journal*, *Journal of Canadian Art History*, *Art Documentation*, and *Canadian Review of Art Education Research*.

Set for publication by the University of Toronto Press, it is a collaboration with Mary Williamson, York University. She is currently completing a major computerized and bilingual research project entitled *Art and Architecture in Canada: A Bibliography*, which, in fact, will serve as the only encyclopedia in its field.

Promotions to the Rank of Professor, Faculty of Arts and Science

**Syed
Twareque Ali**

PhD (University of Rochester)

Syed Ali joined the Department of Mathematics and Statistics in 1981 and was promoted to the rank of Associate Professor in 1983. Dr. Ali's main area of research is in mathematical physics.

He has been involved in a major collaborative research project entitled "Quantum mechanics on phase space and quantum space-time," for which he earned an international scholarly reputation. Two monographs were published describing this work. The first, *Quantum Mechanics on Phase Space and Quantum Space-Time* was authored by Prof. E. Prugovecki of the University of Toronto in 1984, and the second, *Stochastic Localization, Quantum Mechanics on Phase Space and Quantum Space-time*, by Dr. Ali, was published in 1985.

Dr. Ali is regarded by the experts in his field as a top researcher and his scientific contributions are known to be unique and to be of great significance. Dr. Ali has an extensive list of publications in top-ranked journals and is a frequent speaker at prestigious conferences. He is highly regarded as a teacher and has served intelligently and diligently in various positions of responsibility in his department.

Among his list of publications and scholarly works are the following: *Operationally Defined Observables in Quantum Mechanics*, *Optimization Theory: An Intermediate Text* (in preparation), and a translation into English of *Quantique - Rudiments* by J.M. Lévy-Leblond and F. Balibar.

**David
Charlton**

PhD (University of Saskatchewan)

David Charlton joined the Department of Physics in 1966 and was promoted to the rank of Associate Professor in 1970. He is a well-known and much respected international scholar and researcher.

He has received many grants

12 to higher ranks

for his experimental work and for his work in simulation of radiation dose and the damage it produces in biological systems. His work in this area has led to important advances in radiation protection and to the therapeutic uses of various nuclides in nuclear medicine. In his field he stands with the leaders, and he is considered one of the four outstanding experts in the world in the area of energy deposition and its consequences in living cells.

As a teacher and educator, he is considered provocative and interesting. He is known for doing a great job of getting rather difficult material across to his students and being very clear on subjects that are difficult to understand. In short, he is considered one of the best teachers in his department.

He has a long list of publications and has been an invited speaker to an impressive list of international conferences and symposiums. Dr. Charlton has published extensively in some of the most important journals in his field, including *Radiation Research*, *The British Journal of Radiology*, *Physics in Medicine and Biology*, *International Journal of Radiation Biology*, and *Radiation Protection Dosimetry*.

Yogendra P. Chaubey

PhD (University of Rochester)

Yogendra P. Chaubey joined the Department of Mathematics and Statistics in 1979 and was promoted to the rank of Associate Professor in 1981. He has been an active researcher from the mid-'70s and has made significant contributions in the field of Statistics, particularly in the area of linear models.

Dr. Chaubey received wide international recognition for his modification of Professor C.R. Rao's theory on MINQUE (Minimum Norm Quadratic Unbiased Estimation), which allowed MINQUE to acquire wide practical application. He has received increasing support from NSERC for research in the field of statistics.

His interests are wide-ranging, covering such topics as hazard rate, multiplicative models, logistic distribution, time series, variance components, problems in survey sampling, estimation and matrices, which lists only some of Dr. Chaubey's areas of research interests. The statistics research community hold Dr. Chaubey in high esteem. This is evidenced by the many requests he receives to act as referee for a variety of journals in his field.

As a teacher, Dr. Chaubey is popular and innovative. He supervised the introduction of computer-oriented teaching in a number of undergraduate Statistics courses and he initiated the Graduate Seminar in Statistics. Dr. Chaubey has published extensively in refereed journals. These include *Communications in Statistics*, *Biometrical Jour-*

nal, *Sankhya* and *Merton*.

Stephen Kumarapeli

PhD (McGill University)

Stephen Kumarapeli joined the Department of Geology in 1969 and was promoted to the rank of Associate Professor in 1974. Dr. Kumarapeli has done research in the area of rifting and has a steady stream of publications in this area.

He has made a considerable contribution to the knowledge of rifting in eastern North America and the initiation of Appalachian development in the St. Lawrence region. He is in fact considered an expert on the St. Lawrence Valley rift system. Dr. Kumarapeli is committed to the students in the Department of Geology, being the prime mover behind the launching of the joint undergraduate programmes with the Departments of Chemistry, Biology, Physics and Geography and the introduction of a group of new general interest courses.

Dr. Kumarapeli also initiated plans for collaborative research with Nanjing University out of which two major research projects were begun, the first involving the study of tectonic evolution of the Tanlu Fracture Zone and the second, the study of metallogenesis along segments of Tanlu Fracture Zone; both of these studies are in East China. Dr. Kumarapeli has also served two terms as Chair of the Department of Geology.

Despite his heavy administrative load, Dr. Kumarapeli has attended and presented papers at notable conferences and published steadily in non-refereed and refereed journals such as *The Canadian Journal of Earth Sciences*, *Heues Jahrbuch für Geologie und Paläontologie*, and *Geoscience Canada*.

Dov Shinar

PhD (The Hebrew University of Jerusalem)

Dov Shinar joined the Communication Studies Department in 1987 and was promoted to the rank of Associate Professor in 1988. Dr. Shinar came to Concordia with many years' experience as a research scholar. His innovative work in the field of communication and development is well known.

He is also well known for his work on aging. He has also done work on the Palestinian communications system, which he locates in a complex cross-cultural historical framework of Third World nation-building. In all these areas he has earned international recognition.

An important element in Dr. Shinar's work is his concern with the practicality and social application of his research. Dr. Shinar enjoys a reputation as a stimulating, knowledgeable

teacher who works hard to convey his material in interesting ways. He is a highly visible member of the University community and indeed of the wider community in Montreal. Dr. Shinar has a long and impressive list of publications, among which are the following books: *Palestinian Voices*, *Palestinian Press in the West Bank: The Political Dimension*, *Kibbutz Television: Structural, Institutional and Functional Aspects*.

His articles have appeared in a variety of journals, including *Journal of Communications*, *International Journal of Visual Sociology*, *Studies in Visual Communication*, *The European Journal of Communication*, and *Kibbutz Studies*.

Joseph Smucker

PhD (Michigan State)

Joseph Smucker joined the Department of Sociology and Anthropology in 1968 and was promoted to the rank of Associate Professor in 1970. Dr. Smucker's interest and expertise in the area of industrial sociology dates back to his work on his doctoral dissertation. Since then, his research has expanded to further develop several important areas in industrial sociology in conjunction with the significance of work and employment.

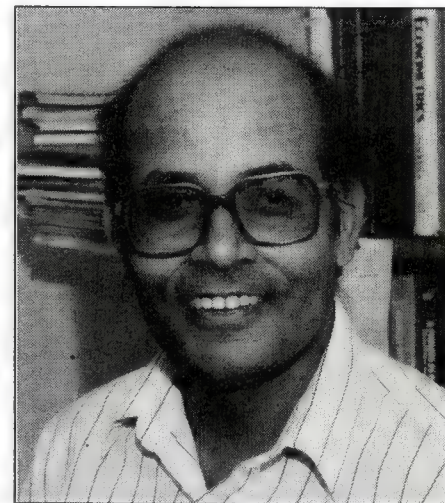
His research has also covered adjustments to urbanization by members of sectarian religious communities, formal organization in labour and management, and the links between ideology and culture. At present, Dr. Smucker is engaged in collaborative work with Canadian and Swedish sociologists, on comparative economic developments in the two countries.

Dr. Smucker has made important and exceptional contributions in three fields of industrial sociology, the study of community politics, the examination of the ideological dimension in the organization of work (both management and unions), and the adaptation of Mennonites to urbanization. His current research will enhance an already considerable reputation in the field.

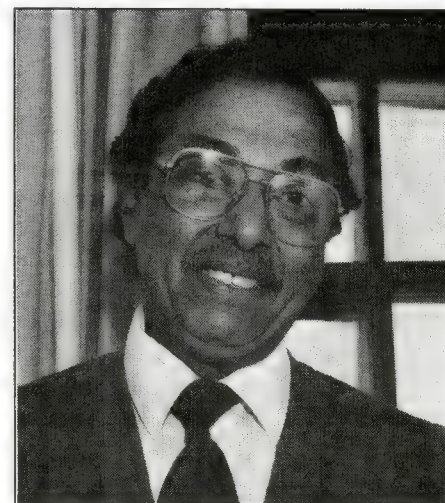
As a teacher, Dr. Smucker is highly regarded by his students. He has been very keenly involved in directing the honours seminar in Sociology and in the graduate programme in the department. He has served on many University bodies over the years, including the Faculty Council, the University Senate and the Board of Graduate Studies.

In addition, Dr. Smucker has served two terms as Chair of the Department of Sociology and Anthropology. His book, *Industrialization in Canada*, is regarded as a definitive scholarly work. He has also published in such notable journals as *The American Sociological Review*, *The*

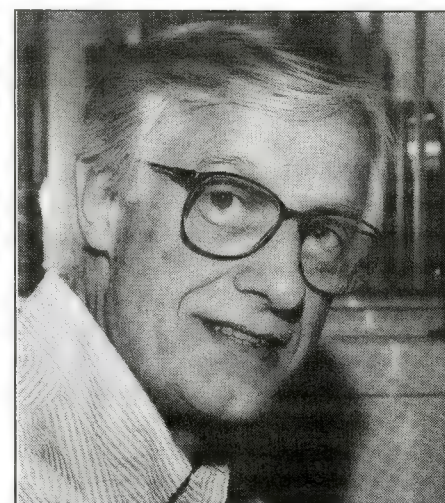
See PROMOTIONS on next page



Yogendra P. Chaubey



Stephen Kumarapeli



Joseph Smucker

• **PROMOTIONS continued from previous page**



Adel M. Hanna

British Journal of Sociology, The Canadian Review of Sociology and Anthropology and The Journal for the Scientific Study of Religion.

**Faculty of Engineering
and Computer Science**

**Adel M.
Hanna**

PhD (Technical University of Nova Scotia)

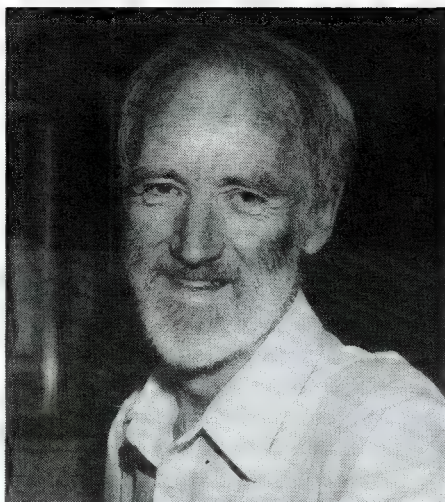
Adel Hanna joined Concordia University in 1978 and was promoted to Associate Professor in 1981. In teaching, Dr. Hanna has demonstrated wide scope and high quality. In addition, he has made substantial contributions to the development of courses in the geotechnical area at both the graduate and undergraduate levels and has supervised more than 20 graduate students.

In his research, Dr. Hanna has made major contributions to knowledge in foundation engineering through his studies on the bearing capacity of footing on layered soils and on the pull-out capacity of piles and anchors. The work on layered soils has provided practical and original solutions which have been cited in textbooks. He also introduced the innovative concept of non-flat shell foundations.

Additionally, he has demonstrated versatility in his work by participating in interdisciplinary biomechanical projects involving the prevention of running-related injuries. The quality of his work is confirmed by more than 50 technical papers that he has published in refereed journals and conference proceedings. He has also made a major contribution to a reference book in foundation engineering by contributing the section on the design of footings.

Dr. Hanna's work has made a strong impact among researchers in foundation engineering, and he enjoys a respected reputation both nationally and internationally. In terms of other activities, Dr. Hanna has made substantial contributions both within and external to the University. Within Concordia he has participated actively on many department and faculty committees.

He has also contributed to the development of the Soil Mechanics laboratory and has established a



Stanley Horner

productive facility for conducting experiments in foundation engineering. External to Concordia, he has engaged in numerous professional activities, such as serving on standards committees and giving short courses.

**Thiruvengadam
Radhakrishnan**

PhD (Indian Institute of Technology)

Thiruvengadam Radhakrishnan joined the Department of Computer Science in 1975. His research interests are in Distributed Applications Processing, Man-Machine Communications, and Microprocessor Applications for the Physically Handicapped.

His research activities have resulted in more than 50 journal and conference papers. The practical nature of his work is evidenced by the two patents he has received and the development of an affordable workstation for the visually handicapped that came out of his research. He has supervised and graduated 23 students at the Master's and PhD levels and has 10 graduate students currently working under his supervision.

His research for the physically handicapped has made an impact in India, Singapore and Canada. His research projects are funded by several industries, including Bell Northern Research. Over the years he has taught a wide range of courses at the beginning undergraduate, senior undergraduate and graduate levels. He has developed a special course for physically handicapped students. He taught this course himself several times until one of the trained students was ready to take over.

He has co-authored a text book which is widely used and which has gone through three editions and seven printings. Dr. Radhakrishnan cares very much for the development of good curriculum and teaching. He has contributed to the development of Computer Science curriculum in four institutions in different parts of the world: India, Mexico, the United States and Canada.

He has developed several laboratories in Concordia for the support of teaching and experimental research. His research and teaching commitments have been done with a sense of service to his students and to society.

Faculty of Fine Arts

**Stanley
Horner**

MSc (Syracuse University, 1961)

Stanley Horner joined the Department of Fine Arts, Sir George Williams University in 1964 as Lecturer in Fine Arts. He was promoted to the rank of Assistant Professor in 1966 and to Associate Professor in 1970.

Professor Horner was a founding member of the Department of Fine Arts and a catalyst in the development of the Faculty of Fine Arts and the Department of Art Education at Concordia.

His career has consisted of a unique integration of teaching, artistic performance and research. As a teacher, he serves as a model of innovative and student-centered teaching, reflecting his theoretical and artistic research in his teaching practice. In the 1970s, he pioneered the integration of new (technological) media into the university curriculum.

His studio work, which he exhibits regularly, constantly explores media and crosses traditional boundaries between the arts. His writings reveal a probing and multi-disciplinary approach to art and art education, placing him at the leading edge of both fields.

**Arts and Science welcomes
new vice-deans**

The Faculty of Arts and Science has two new vice-deans. Sylvia Carter, Professor in Applied Social Science, will take over the portfolio of Vice-Dean, Student Affairs for a three-year term. Chemistry Professor Peter Bird will assume the duties of Vice-Dean, Research, Space and Technical Services, also for three years.

Out-going vice-deans are Paul Albert, who has completed two terms as Vice-Dean, Research, Space and Technical Services, and Sylvia Ruby, who was Vice-Dean, Student Affairs.

**Barbara MacKay named
Associate Vice-Rector Academic**

Vice-Rector Academic Rose Sheinin has announced the appointment of Barbara MacKay as Associate Vice-Rector Academic (Curriculum and Planning) as of June 1, 1991.

MacKay joined Concordia in 1974. She is a Professor in the Department of Theatre and was Associate Dean in the Faculty of Fine Arts from 1989 to 1991. Her specialization and research is in developmental drama and drama therapy.

"We would like to take this opportunity to invite the University community to welcome Barbara MacKay to her new position and wish her well," Sheinin said.

Sean McEvenue completes term

Sean McEvenue is off on the next stage of his brilliant career. He completed his current five-year term as Associate Vice-Rector Academic (Curriculum and Planning) on May 31. The Office of the Vice-Rector Academic would like to express its sincere thanks for his many generous and creative contributions which have made him a well-known and gratefully appreciated figure within the internal and external communities.

McEvenue will be on leave for the next year, during which time he hopes to write another book.

We wish Sean every success as he embarks on a new stage in his career.

— **Dr. Rose Sheinin, Dr. Jack Lightstone,
Angela Wilson Wright, Cathy Duff,
Evelyne Loo, Lynda Hyette, Munit Merid**

Computer scientist Knuth turns programming into art

by Heather Patenaude

Donald E. Knuth, Professor of Computer Science and Electrical Engineering at Stanford University in California,

is one of the foremost computer scientists of our time. He will speak at Concordia on Wednesday, June 12 at 8 p.m. in the Alumni Auditorium (H-110) of the Henry H. Hall Building.

An expert in the design and analysis of combinatorial algorithms, Knuth will speak on "Stable Husbands." In a monogamous society where male and

female select each other at random, how can a match-maker arrange stable marriages? It is a combinatorial problem whose analogue has far-reaching significance for computer science. An interesting algorithm for this problem will be illustrated by an animated computer display on a NEXT computer.

Researcher, teacher and author, Knuth is a pioneer in the area of computer programming, and has made major contributions to the design of computer languages. The techniques he has mastered — combined with his use of algorithms and relevant theory — have served as a focal point for developing curricula for organizing the discipline of computer science. His innovative work in the creative aspect of computer science is also well documented in his monumental three-volume work, *The Art of Computer*

Programming.

Knuth has been awarded honorary degrees from 13 universities around the world, including Oxford, Brown, the Université de Paris, Stonybrook and Pennsylvania State University. Concordia will be added to this list when it confers an honorary Doctorate of Science on Knuth at the convocation ceremonies of the Faculty of Engineering and Computer Science.

Computer Science Professor T.D. Bui said Knuth's public lecture will be only the third time in five years that he has accepted such an invitation.

"I cannot tell you why he has chosen to speak here, but it is a great honour. Perhaps he has heard about our reputation [in combinatorial algebra]," said Bui, who extended the invitation.

Knuth is also the recipient of the prestigious A.M. Turing Award (1974).

Computer corporation will offer funding for research projects

by Jack Fearnley

The Digital Equipment (DEC) Corporation External Research Programme was introduced at Concordia as part of the firm's agreement to develop the University's Management Information System (MIS). The programme provides funding for qualified research projects for up to 50 per cent of the value of DEC equipment. This approach to supporting university research has already been applied successfully in many Canadian institutions.

The programme will be offered for four years. Awards will be based on an annual competition administered by the Office of Research Services. Matching grants have already been presented to Electrical and Computer Engineering Professors Stan Kubina and Chris W. Trueman, Mathematics Professor Hershy Kisilevsky, Computer Science Professor Clement Lam and Decision Sciences and MIS Professor Ali Farhoomand.

New system will be hub of network

Kubina and Trueman's team is conducting research into antenna-to-antenna coupling on aircraft and ship antenna analysis, as well as into solving problems such as the scattering of broadcast signals by power lines. DEC equipment will provide a core computer and work stations to aid graduate students in programming with computer graphics and storing data files. The new system will integrate existing work stations and will form the hub of a new network.

The grant provided to Kisilevsky's team will help them launch the new Centre inter-universitaire de calcul mathématique et algébrique (CICMA), and support the inter-departmental (Mathematics and Computer Science) research group. The objectives of this group are: to apply new and powerful computational methods to some advanced questions of algebra and number theory, and to make available to the research community the computational techniques generated by the project. The stand-alone DEC computing facilities will provide an efficient computing environment to conduct mathematical experimentation.

Computer Science Professor Lam's grant will also support research in the inter-departmental project. His Computer Science and Mathematics team will set up a network of work stations to support the Mathematical Computing Group and the Pattern Recognition and Machine Intelligence Group. The research involves work in combinatorics, computational group theory and computational number theory solving difficult mathematical problems and recognizing of handwritten and machine-printed characters. This network will complement a number of existing networks.

Farhoomand has received a matching equipment grant to study human/computer interaction in the decision-making process. This project involves the establishment of a laboratory for conducting research on human-computer interaction, decision-making under uncertainty and multi-attribute decision-making. The objective is to apply the recent advances in information-processing psychology to model computer users' behaviour and the process of decision making. The lab will provide an environment in which to develop applications, conduct experiments, run simulations and perform statistical analysis.

Jack Fearnley is Director of Computing Services.

Concordia University, a dynamic institution located on two campuses in Montréal, is attended by approximately 23,000 undergraduate and 3,000 graduate students of all ages and diverse linguistic and cultural backgrounds. With support from a large academic and non-academic staff, the University offers innovative full- and part-time programmes through four Faculties: Arts and Science; Commerce and Administration; Engineering and Computer Science; and Fine Arts.

Concordia University is presently seeking a

Vice-Rector, Services

to take office on or before 1 January 1992. The appointment is for a five-year term, renewable.

Reporting directly to the Rector and Vice-Chancellor, the Vice-Rector plays an important role in the senior management team, together with the Vice-Rector, Academic, the Vice-Rector, Institutional Relations and Finance and the Secretary-General. Immediate challenges include overseeing strategic space planning necessitated by a major expansion of facilities, including a \$60 million Library complex (scheduled for completion in 1992), and directing the development and installation of a Management Information System.

The Vice-Rector, Services is mandated, assisted by two Associate Vice-Rectors and thirteen senior managers, to provide highly efficient and cost-effective services to their community through the following divisions: Audio-Visual Services; Computing Services; University Libraries; Ancillary Services; Financial Aid; Health Services; Fitness, Recreation and Athletics; Guidance Services; MIS Planning; Physical Resources; Physical Environment; Office of the Dean of Students; Student Administrative Services; Environmental Health and Safety; Security; and Supply and Services.

A successful track record in managing a large and complex administration, strong leadership and interpersonal skills as well as fluency in English and French are essential requirements for the position. Experience in university administration, teaching and research would be an asset.

Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Applications or nominations, with biographical information, should be sent by 31 July 1991 to: Dr. Patrick Kenniff, Rector and Vice-Chancellor, Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, Québec H3G 1M8



Concordia
UNIVERSITY

REAL EDUCATION FOR THE REAL WORLD

An open letter on salary policy from Vice-Rector Maurice Cohen

Date: -3 June 1991

To: -All Permanent Full-Time and Permanent Part-Time Employees except Research Employees and Employees whose remuneration is established by Collective Agreement

From: -Maurice Cohen, Vice-Rector, Institutional Relations & Finance

The Québec government recently announced its salary policy for all public and para-public employees (including faculty and staff at all Québec universities). With the tabling of Bill 149 on 15 May 1991, negotiations concerning salary issues have been all but eliminated for the near future. Strict wage guidelines have been imposed.

You may have received the impression from news reports that Bill 149 would freeze all salaries. Concordia administrative and support staff, however, will be receiving increases as of 1 June, 1991. Although the government requires us to reduce the amount of the increases you would have otherwise received during the 24-month period between 1 June, 1991 and 31 May, 1993 (e.g. 5% on 1 June, 1991), there is no question of a total freeze or rollback.

In fact, after the final increase to implement the results of the Job Evaluation Project is made to those individuals whose 1990-91 salary was still below placement, the following raises will take place:

1 June 1991 -2.5% indexation

- "Step" increase of 3% or 1% of the minimum in the grade salary scale

1 July 1991 -A forfaitaire payment (not built into base) of up to 1% will commence

1 December

1991 -0% indexation

-no other increase

1 June 1992 -3% indexation

- "Step/merit" increase

1 July 1992 -The forfaitaire payment will continue

Details of the increases and expected payment dates appear opposite.

Concordia University is committed to fairness and equity in its salary policy, striving to be fair across groups within the University and within groups across universities. We will apply government salary policy and Bill 149 so that everyone will experience the 6-month freeze at some point. We will also bring everyone on the academic year cycle for salary increases (i.e. as close as possible to 1 June).

To help each of you understand the nature and implications of the government's policy and the structure for increases for administrative and support staff for the next 24 months, I am sending you, before the end of the week, an explanatory document that will, I hope, answer the questions you have.

Please accept my best wishes for a productive 1991-92 academic year.

Schedule of Increases for Eligible Administrative and Support Staff

31 May 1991 -The final increase to implement the results of the Job Evaluation Project is made; i.e. the remaining difference between one's actual salary and one's "placement salary" is built into base for those whose 1990-91 salary was still below placement.

-This increase will be reflected in the 14 June 1991 pay, but will be effective at 31 May 1991.

1 June 1991 -The salary scales will be indexed by 2.5%. The 31 May 1991 salaries will therefore be indexed by 2.5% unless above maximum.

-Individuals whose salary is above the maximum of the grade scale will receive all or part of the 2.5% as a lump sum not built into base.

-Salaries that are at "placement" will be increased by one year of credit for experience (i.e. 3% or 1% of minimum of the grade salary scale, depending on whether the salary is below or above midpoint) up to the maximum of the grade salary scale.

-These increases will be reflected in the 12 July 1991 pay, but will be retroactive to 1 June 1991.

1 July 1991 -A forfaitaire (not built into base) of up to 1% will commence to be paid on a bi-weekly basis. The amount of the forfaitaire is the excess over 5% of the change in the Consumer Price Index from 30 June 1990 to 30 June 1991, up to a maximum of 1%.

-This payment will be implemented as soon as the relevant CPI numbers are known and will be retroactive to 1 July 1991.

1 December

1991 -No further indexation or other increases will be given. Base salaries will remain at their 1 June 1991 level. **THIS IS THE START OF THE 6 MONTH "FREEZE" PERIOD.**

1 June 1992 -Salary scales (and therefore salaries of eligible employees) will be indexed by 3% for the 92-93 academic year.

- "Step/merit" increase will be paid, the exact nature of which is still to be determined.

1 July 1992 -The forfaitaire payment will continue.

Loyola High School acquisition now official

The agreement in principle announced last year by Concordia and Loyola High School to exchange land and buildings on the Loyola Campus is now official.

The deed of sale and accompanying documents were signed three weeks ago. Both institutions can now consolidate land and buildings on two distinct sites.

Construction is already underway on the new high school building — on land previously owned by Concordia adjacent to the gymnasium which Loyola High School built in 1978 near

Concordia's athletics complex. The property extends north and west from the gymnasium to the corner of West Broadway Ave. and Sherbrooke St.

Once the new high school is built, Concordia will acquire the original 75-year-old building, the three-storey high school extension built in 1969, and the playing field located between Hingston Hall and the residence owned by the Jesuit Order. Concordia will then be the sole owner of all the property north of Sherbrooke St. — with the exception of the Jesuit residence — which con-

See HIGH SCHOOL page 26

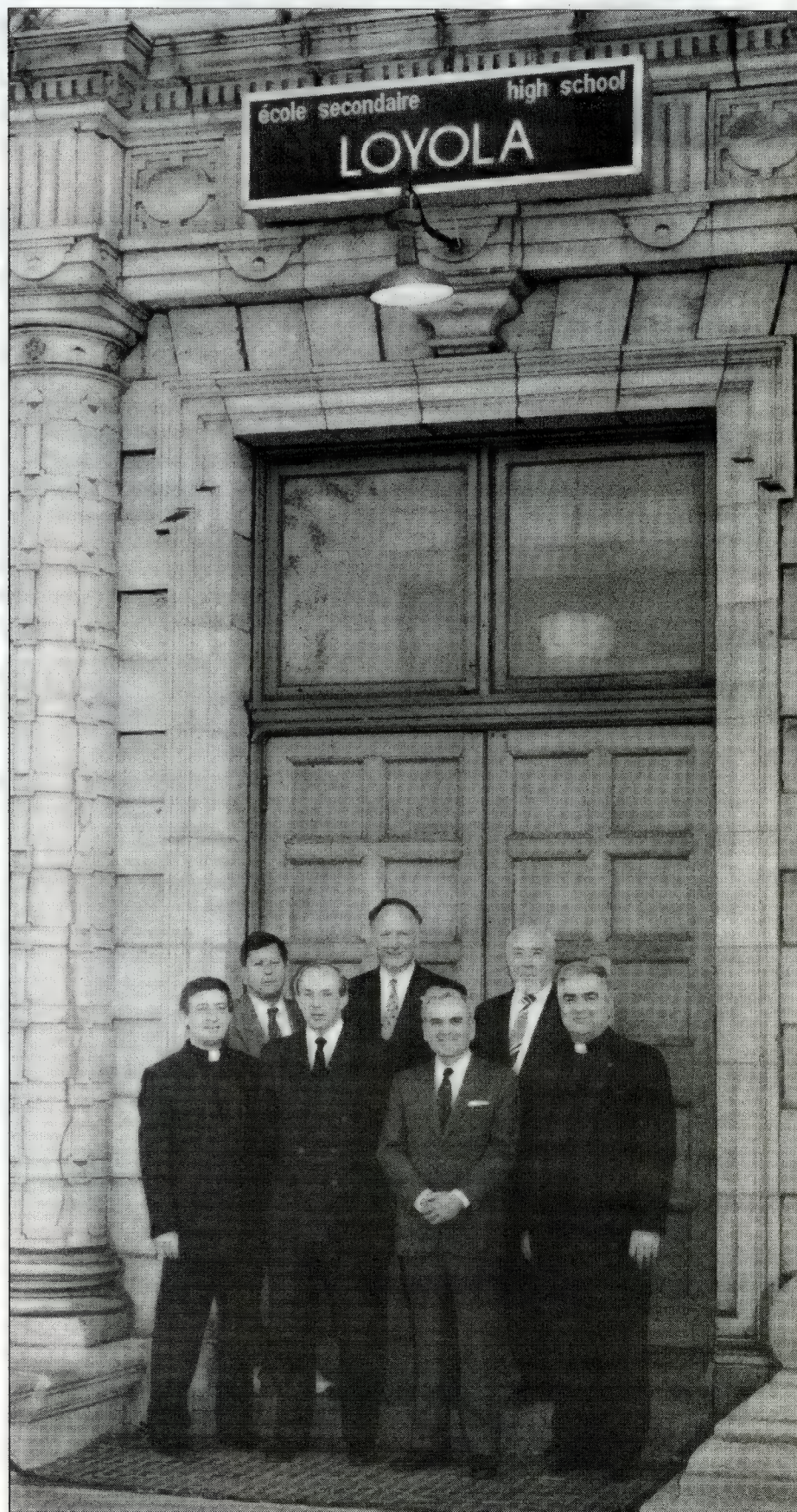


PHOTO: Jonas Papaurelis

Pictured above at the entrance to Loyola High School are (left to right): High School Principal Frank Obrigewitsch, S.J.; Concordia Vice-Rector Services J. Charles Giguère; Board of Governors Chairman P. André Gervais; Rector Patrick Kenniff; Chancellor Alan B. Gold; Aloysius Graham, S.J., Superior of the Loyola Jesuit Community; and High School President J. Winston Rye, S.J.

Lives shaped by human form

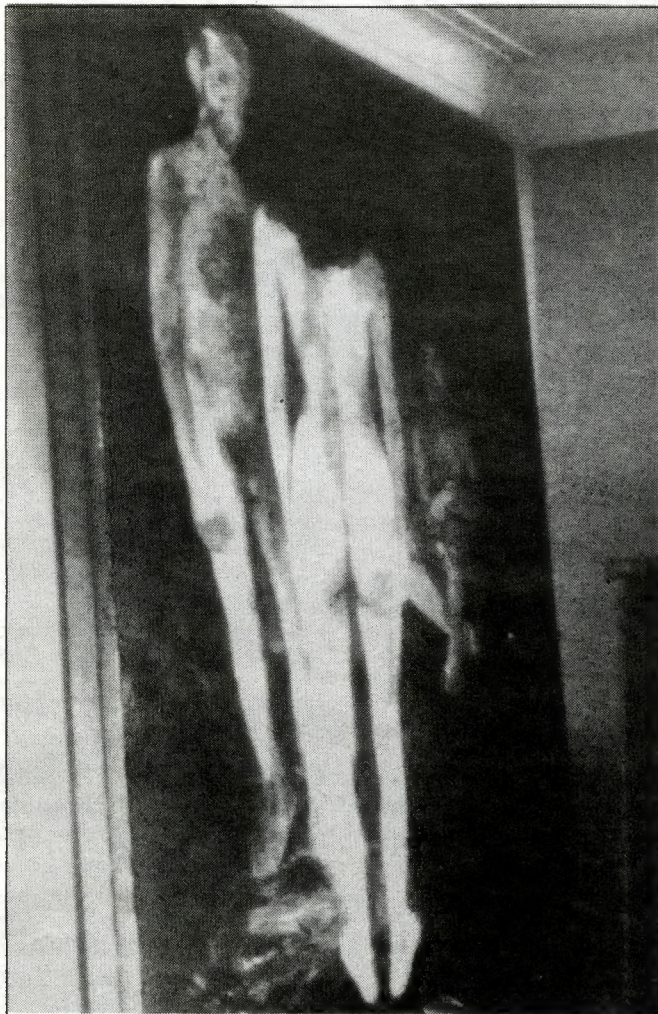


PHOTO: Doreen Lindsay

The human form has been Marion Wagschal's primary preoccupation, disclosing not only her fascination with its physicality but also the significance of the human figure as a metaphor for the human condition. These are the images of *Essential Lives*, her exhibit at the Concordia Art Gallery, which runs until June 22.

New programmes set to go ahead

Concordia has received support from the International Air Transport Association (IATA) to launch a new option in the Master's of Business Administration programme. The proposal for the Airline Management Option was approved at the last meeting of Senate on May 24.

In 1990, a joint feasibility study group consisting of senior IATA, government and university officials called on the four Montréal-area universities to submit proposals for such a graduate academic programme. Concordia's proposal was selected by IATA over

those of the École des Hautes Études Commerciales and McGill.

The programme will be self-financed. Concordia will be responsible for all academic matters, from admission to faculty staffing, while IATA will be responsible for marketing and promoting the programme to the airline industry.

The target date for admission to the first class in the Airline Management Option of the MBA programme is September 1992.

Senate also approved a new doctoral programme in Mathematics. — *DGV*

Norris Building safe despite fire

The Environmental Health and Safety Office has released this statement in answer to an article in *The Link* which reported on a fire which occurred at the Norris Building on April 28 and suggested that the building is not safe.

Statement relating to the Norris Fire Incident April 28, 1991:

The fire alarm system was functioning as designed. The problem during this incident was that the guard was not at the desk to receive and initiate the alarm, but outside trying to put out the fire.

Statements that the building is unsafe are false, it is not perfect but the building meets the Fire Prevention requirements set out by the City of Montréal.

The occupants of the building were not in danger during the entire incident.

The evacuation, when initiated, was precautionary only.

The system under the normal staffing requirements functions within the norms of the Fire Prevention Bylaws.

The Security department has received the general procedures with the guards stationed at the Norris Building which should prevent delays in alarm activation in the future.

Recommendations by the Environmental Health and Safety Office have been made to increase the numbers of guards at the Norris building during weekends and off hours to at least two per shift.

— *Walter Wheatley, Safety Officer, Environmental Health and Safety Officer, reviewed by Catherine MacKenzie, Associate Vice-Rector Services, May 23, 1991*

Natives to examine family violence

A three-day conference on family violence in Native communities started today on the Loyola Campus.

"Communities in Crisis: Healing Ourselves" is sponsored by the Rector's Office of Concordia University, Waseskun House and the Native Friendship Centre of Montreal.

Waseskun House was incorporated in 1988 as a non-profit, non-political organization run by Native people. It operates a seven-bed community residential centre in Montreal for Native men who have been in conflict with the law, adding a cultural and spiritual dimension to such practical help as on-the-job training.

About 200 people and 30 speakers are expected to attend this week's conference, which includes workshops on traditional approaches to family violence, drug abuse and alcoholism among Natives.

Speakers include Native leaders and workers from Native social agencies across Canada.

SUMMER PROGRAMME 1991

THE INTERNAL APPLICATION — AN INFORMATION SESSION

Overview:—Learn how to apply for an internal position and the ways to best present your qualifications.

Facilitator:—Doreen Hutton, Manager, Employment Services, Human Resources, Concordia University

Date:—Wednesday, July 10, 1991

Time:—12:00 p.m. - 2:00 p.m.

Location:—Department of Human Resources, S-A 400

Cost:—No fee

Registration:—Wednesday, June 26, 1991

WRITE WHAT YOU MEAN — CLEARLY

Overview:—Increase the readability of the letters, proposals, instructions and reports you write.

Facilitator:—Dr. Jack Bordan, Eng.

Date:—Wednesday, July 17 & Thursday, July 18, 1991

Time:—9:00 a.m. - 5:00 p.m.

Location:—Department of Human Resources, S-A 400

Cost:—\$160.00

Registration

Deadline:—Friday, June 28, 1991

TRAVEL POLICY AND PROCEDURES — FACTS VERSUS MYTHS

Overview:—Enhance your understanding by learning about our travel policy and also learn how to fill out the required reports.

Facilitators:—Rod Parsons, Supervisor, Accounts Payable
Micheline Trapid, Travel Coordinator

WEIGHT WATCHERS AT WORK PROGRAMME

Overview:—The six week programme is designed to accommodate the unique needs of working people. Meetings will be held on University premises.

Facilitator:—Beth Lehrer, Weight Watchers

Date:—Monday, June 17, SGW

—Thursday, June 13, Loyola

Cost:—Minimum \$51.00 to \$68.00 maximum (Cost depends on the number of participants.)

COMPUTER TRAINING

Fundamentals of the IBM PC
Hard Disk Management
WordPerfect—All levels
Lotus 1-2-3 —All levels
dBase IV—All levels

FOR MORE INFORMATION AND/OR TO REGISTER FOR ANY OF THE ABOVE WORKSHOPS, PLEASE CALL STAFF TRAINING & DEVELOPMENT AT 848-3668.

Five students have essays published in Canadian compilation

Five Concordia students have had their essays published in a volume titled *Contest Essays by Canadian Students*. The collection was edited and compiled by Sheridan College professor Bob Hookey, who set out to find outstanding examples of essay writing by Canadian students.

The five winning Concordia students are Dina Amicone, Daggy Brunst, Nancy Dorey, Silvia Teja-Gonzalez and Dan Zollmann.

"It is said that there is a problem with literacy in Canada. That was why it was heartening to see such quality writing. This proves that there are a number of good young writers in Canada — they just need the encouragement that comes from being published," said Hookey, a professor in the Faculty of Applied and Language Arts at the Oakville Campus of Sheridan College.

A panel of 14 university and college professors judged the more than 200 essays which were submitted. Of these, 40 were awarded a cash prize, a certificate and publication of the essay. With each selection, Hookey added a short biography and a comment from each writer on the writing process.

— DGV

• MOTHERHOOD continued from page 2

Concordia graduate and filmmaker Gwen Basin and scriptwriter Juliette Guichon, who is a lawyer in Toronto. She said the most difficult part of the project is to present a drama that does not obscure the facts and can be viewed by university level and high school audiences with the same impact.

"It is not an objective video," she said. "Its purpose is to encourage discussion across a number of disciplines. The examiner will establish the territory and the cross-examiner will develop it."

One fact that must be clarified, said Tweedie, is that very often the so-called surrogate mother is not a surrogate at all. She is the baby's biological mother, whose own ovula was impregnated by sperm supplied by the man who will raise the child, as opposed to a woman carrying a transplanted egg fertilized by the two parents-to-be. In many documented cases in the U.S., the biological mother has given up the child for an average fee of \$12,000 (US).

"Often these women have a lower level of education than the couple who

wants the baby. She is less financially secure and under pressure to make money."

The result is a booming baby market in the United States, Canada, Great Britain and Australia.

"The whole notion of family becomes distorted. The [other] children of these [surrogate] mothers fear that they will be sold as well. The notion that one can buy babies in a supermarket begins to become a reality."

When an embryo is implanted in a surrogate mother (or gestational mother), the ethical implications are even more distorted, Tweedie said.

"The gestational mother does not have to have any particular characteristics; she must simply be able to bear children."

Tweedie, who has been teaching at Concordia since 1980, is also Assistant Dean in the Faculty of Fine Arts. She directed an award-winning video-documentary *Just Everyone* in 1988. This will be her first dramatic production when it is released in September.

• CO-OP GRADUATE continued from page 9

floors or filing papers. They end up as junior engineers."

Tremblay said that experience was vital.

"What it really boils down to for the company is, it doesn't have a choice. It has to invest a lot less time in me, before I can pay off for them."

4 set to graduate in 1992

There are 23 students in the programme, with four set to graduate next year out of a total of around 160 students in the four-year, non-co-op Bachelor's programme in Building Engineering.

With a compressed course load and summers taken up by work, the

programme is obviously not for everyone.

"When they enroll in the fall of the first term, they're enrolling for 44 straight months. That's quite a commitment," explains Bedard, who is an Associate Professor in the Building Engineering programme as well as director of the Co-op.

The school also looks for a commitment from firms willing to employ students, and Bedard says they are starting to take more of an interest in the programme.

"It was a lot of work," Tremblay said, "but I was willing to do it and it paid off." If all goes well, he should soon be joined by many more satisfied customers. — SB

• LEISURE continued from page 12

that when various brands of a product are basically the same, the trick is to make the brand more important to the customer than the product. For example, there are dozens of identical Expos jackets being manufactured, but only one "Starter" Expos jacket.

Shady marketing techniques

Some methods are less ethical. As an example of how the perceived value of a product can be increased, Daigneault told of a company which was selling a parka that was basically the same as a lot of others on the market. To make theirs different, they added a "Dry Clean Only" label. It could just as easily be machine washed, but people bought it thinking it was made of a better fabric.

Concordia Marketing Professor Bryan Barbieri discussed the need for

innovative marketing in the non-profit sector.

"Publicity is an under-utilized tool," he said. "One article in *The Gazette* recently about a mega-stretch limousine was worth about \$50,000 in advertising."

Randy Swedburg, Director of the Department of Leisure Studies, said he was satisfied with the level of participation at the seminar. The term "leisure studies" has often been the object of jokes, even in its 10-year history at Concordia. But the area of study is gaining wider acceptance as aging Canadians find themselves with more free time and want to use it constructively, Swedburg said.

Concordia's programme includes the study of the sociological, psychological and philosophical aspects of leisure.

• PETITJEAN continued from page 8

break down their nervousness. It's all part of the extra preparation required, like ordering textbooks on tape well in advance of the course.

Eye surgery and several painful tumbles in her home delayed her studies; it took eight years to complete the degree. She loved the academic part of her studies, but the real highlight was her field work in group leadership last year: seven months in a secondary school.

"It was a great experience. At first I wasn't sure whether I'd be able to keep track of who was speaking. You have to develop a very good memory. And like everybody, they said hardly anything at first, so I had to make jokes."

Losing her sight through disease at

the age of 12, when her life had hardly begun, was a devastating blow. "It's not easy to accept. You have to learn everything again. You can't go out at night alone. There's the reading and writing."

Family and friends helped her overcome most of the anger and frustration. "Except for my sight, I have good health — and good friends, good family, and a good dog!"

Petitjean has other interests — she sings in a choir and swims regularly. She wants to go on with her studies, and combine them with part-time work, perhaps with the disabled.

"I think, with my personal experience and my training, I could be very helpful in adaptation."

• CHALLENGE continued from page 3

freezer overnight at minus -10°Celsius, and then starting it in the morning. Any starting time of less than five seconds earned bonus points for its team, but a time of more than five seconds meant a penalty.

Concordia's truck started in three seconds, definitely the time to beat. The next closest time was seven seconds, according to Dennis Kefallinos, co-ordinator of Concordia's Natural Gas Vehicle project. But that was only one of many tests. Vehicles are checked inside and out, as judges look for the vehicle that is most effectively converted to natural gas.

Frantic preparations

The preparations were frantic, and along the way some plans had to be dropped, including a high-performance engine. But Kefallinos was satisfied with the finished product.

"For our first year, we accomplished enough," he said. "Our strategy was to take something that was tuned, with all the bugs worked out, rather than something that was supposed to be high-performance, but wasn't polished." Other entrants might try to introduce high-performance technology that they haven't had time to perfect, Kefallinos predicted.

Despite some compromises, the experience has bolstered his support for natural gas.

"It is extremely viable," he explained. "People don't realize that it's so cheap." On a dollar per mile basis, it's a clear winner over gasoline; even with the conversion costs, it can pay for itself in a year. Natural gas burns cleaner than gasoline, too.

The Concordia team had to work extra hard to find features such as a double battery system for the cold-starting, which came standard on the American trucks. Kefallinos said he couldn't have done it without the help of Mullins Pontiac Buick, one of the team's sponsors.

But the work did get done, and the final results will be known within the next few days. And it all happens again next year, when a new team tries to improve on the truck's performance.

• HIGH SCHOOL from page 24

stituted most of the original campus of Loyola College.

Besides the land exchange, Concordia will pay Loyola High School \$3.5 million and provide it with the perpetual right to use of a playing field owned by the University. — KJW

• **TEACHING continued from page 5**

"It's a lot of bother, a lot of trouble. You take the time to put it together, and then what? What is the DPC [departmental personnel committee] going to say or do about it?"

The professor can easily include a long list of books that "looks nice in a dossier," but will never be used by students, Hermann said.

"They'll never so much as glance at the books, except for what is on the exam," he said. "What kind of dossier is that?"

Lightstone said full teaching dossiers have been required for the past eight years, in theory, if not in practice.

"The degree of [dossier] completeness varies wildly," he said. Professors and personnel committees (which are comprised of faculty) are at fault for not "lobbying one another about seriously putting together a dossier."

"The university is a place where, ultimately, the inmates run the institution," he said. "The administration has to rely on direction from the grassroots."

When asked if he was passing the buck to faculty, Lightstone acknowledged that administration needs to be more "pro-active."

"Much more effort from senior administration," for example, the Rector's Office and the Dean's Office, "could be expended on selling these ideas."

Problems with evaluation system

The ideas that Lightstone speaks of would not be difficult to sell to professors who say they care about their teaching. Faculty who attended a workshop in March called "Does Teaching Really Matter (at Concordia)?" concluded that there were serious shortcomings in the present evaluation system.

Members of the workshop, part of a one-day conference on the future of Concordia, said peers should make it a habit to sit in on classes as part of the teaching review process. In addition, the application of student evaluations should be mandatory for all professors, and the evaluations should be published for all to see.

Hal Proppe, Associate Vice-Rector Institutional Relations and Finance, said the performance review system in Concordia's new collective bargaining agreement will serve to evaluate teaching ability better than before.

Hope for positive results

"I'm hoping, since [the new number system] makes it easier for departments to recognize good teachers, this will have a positive effect," Proppe said of the system being used this year for the first time. "One person's teaching will be able to be compared with another's."

But Proppe's new system still relies on teaching dossiers, including student evaluations, to be used by departmental committees in judging performance. And that's where the weaknesses lie.

It's a chicken-and-egg problem, Jack Lightstone said. Which comes first?

"If we can reward you as teachers, then we need you as faculty to put in an immense amount of time to assess and document [teaching]," Lightstone said. "But then, teachers want to be rewarded for putting in the time."

"We're actually caught in the slowness of the process. The very thing we're trying to change is holding us back from making a change quickly."

— Mike Shahin

• **RESEARCH continued from page 5**

"university of the community" interests Smith. The commission he heads was set up by the Association of Universities and Colleges of Canada. It will submit a final report on its cross-country hearings in October.

University for the people

"Society expects the university to play a role of mass education for anybody who has potential," Smith said. "There is not much doubt that society is paying universities [to educate] large numbers of people. But universities are using this money to do some of their research in the name of offering a richer teaching

and learning experience."

Smith said many professors wouldn't stay to teach if they couldn't do their research.

"It is probably true that being on the front line of thoughts and ideas will enrich teaching in third and fourth year undergraduate studies," he said. "But it's probably not true in first and second year."

Smith said Concordia is an accessible, high-quality, urban university. A true "university for the people."

"Concordia is a place where teaching ought to be the number one focus," he said. "But I don't know if it is."

• **GRANDDAD continued from page 8**

Countries in Europe, Asia and South America have made inquiries into Hawes' research as much for its cooling as for its heating properties. This month he's off to Edmonton to give a paper on heat storage in building materials at the International Symposium on Cold Region Development.

Hawes' family supports him fully in his busy retirement. His wife, Louise,

operates with a similar retirement philosophy. A retired nurse, she assists psychiatric patients as a volunteer. The only complaint that Hawes gets about his busy retirement comes from his children, in Ontario and Newfoundland, who wish "Dr. Granddad" — as Hawes' seven-year-old granddaughter addressed him in a recent letter — would visit more often.

• **LEONARDO continued from page 2**

musicians often have trouble practicing, so their playing doesn't improve, according to the project's artistic director and performance analyst/coach, Philip Cohen.

Beginning next fall, Cohen and assistant coach and project coordinator Anna Szpilberg will work with career performers who are preparing for concert tours, competitions or recordings. They will spend from a few days to many months with an artist, depending on need. They will work in the project's own studio, a former biology lab in the Drummond Science Building, which was recently revamped.

Piano, not player, hooked up

While they play a \$43,000 Falcone piano, which was donated to the project by its Boston-based manufacturer, musicians will be videotaped and 'observed' by a computer in the adjoining room.

But members of the audience won't see a pianist with wires attached to her hands and electrodes to her head. The research will be as unobtrusive as possible. The piano, not the pianist, is connected to the computer to measure the timing of each touch to the piano keys. Variables include the duration and speed of each note. The aesthetic in music depends heavily on timing.

"We'll be able to see differences here between musicians playing the same piece, and in an individual over time," says project director and director of cognitive research Norman Segalowitz.

Importance of the audience

Segalowitz, who is himself an amateur pianist and a pupil of Szpilberg, emphasizes the natural setting in which the musicians will be analyzed. The audience at next year's Leonardo Project concerts, for instance, "will be as much a part of the project as the musician, because they bring authenticity to the situation." So will the Falcone piano craftspeople, who are interested in the project from the point of view of perfecting their instrument. In fact, the company president is on the project's advisory board, along with musicians, scientists and public figures from Britain, the United States and Canada, including an eminent neurosurgeon and Concordia chancellor

Chief Justice Alan Gold.

The musicians are also active participants in the project, says Segalowitz. "They may collaborate in the formulation of research questions and assist in interpreting data from the musician's point of view."

Initially, only pianists will participate in the project, but as the research takes shape, other artists will be involved, including singers. The team will work with people who have everything it takes to be a concert musician but are blocked in some way.

"We're interested in seeing why things don't work out in the person who has a great ear, is in good shape and practices well," says Cohen. Some have physical blocks such as nerve damage, a frequent result of poor practice habits. He is also interested in working with musicians who started late or have had careers early in life and then stopped. One of his current students, Russian-American Vladimir Leyetchkiss, returned to the piano at the age of 40 and went on to a highly successful concert career.

Watching musicians' 'sound waves'

The only time the musicians will be in a traditional laboratory environment is when neurophysiological measurements are being taken by the project's fourth member and director of clinical and neuropsychological research, Jacinthe Baribeau. While listening to passages and performing musical tasks, the performer, wearing plastic electrodes, will be monitored for changes in brain waves in response to such stimuli as an unexpected change in sound. Baribeau, who also has a background in music and is interested in auditory perception, calls music "the highest level of auditory functioning."

She, the rest of the project team, and the numerous artists who will pass through the Leonardo Project will add to our knowledge of musical performance. Like da Vinci's approach to art, the project that is his namesake approaches music from the multidisciplinary point of view of the creative scientist and inquiring artist.

• **The BACK PAGE continued**

ART GALLERY

The Concordia Art Gallery is located in the Henry F. Hall Bldg. (Mezzanine Level), 1455 de Maisonneuve Blvd. W. Information: 848-4750.

JULY 25 - AUGUST 31

The Land and the Village: View of Rural Québec

SEPTEMBER 5 - OCTOBER 19

The Landscape: Eight Canadian Photographers

OCTOBER 24 - DECEMBER 7

Susanna Heller: Recent Paintings

DECEMBER 12 - JANUARY 25

Selections from the Permanent Collection

UNTIL JUNE 22

Marion Wagschal: Essential Lives/Recent Work and Deidre Chisholm: Intervals at the Concordia Art Gallery, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Information: 848-4750.

JUNE 27 - JULY 20

Undergraduate Student Exhibition

The BACK

Page

Events, notices and ads must reach the Public Relations Department (BC-115) in writing no later than Monday noon prior to Thursday publication.

Contact Kevin Leduc at 848-4881 or FAX 848-2814.

FILM

Conservatory of Cinematographic Art

Admission: \$2.75 per screening. Location: H-110, Alumni Auditorium, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Information: 848-3878.

THURSDAY, JUNE 6

Morocco (1930) Joseph von Sternberg, at 7 p.m.;
Pura Sangre (1982) Luis Ospina, at 9 p.m.

FRIDAY, JUNE 7

Wuthering Heights (1939) William Wyler at 7 p.m.;
La Mansion de Araucaia (1987) Carlos Mayolo, at 9 p.m.

SATURDAY, JUNE 8

Camila (1984) Maria Luisa Bemberg, at 7 p.m.;
Notorious (1946) Alfred Hitchcock, at 9 p.m.

SUNDAY, JUNE 9

La Belle et la Bête (1945) Jean Cocteau, at 7 p.m.;
Wuthering Heights (1953) Luis Bunuel, at 9 p.m.

LECTURES/SEMINARS

MONDAY, JUNE 10

The Sparklers of Concordia University

The Centre for Mature Students and the Sparklers of Concordia University will honour the senior students who have graduated at the Fall 1990 and the Spring 1991 Convocations, at a reception. Time: 4 p.m. to 6 p.m. Location: Faculty Club, 7th floor, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W.

Last broadcast: June 25



TUESDAY, JUNE 11

The Postman Always Rings Twice (1981) Bob Rafelson, at 8:30 p.m.

THURSDAY, JUNE 13

Alpine Fire (1985) Fredi M. Murer, at 7 p.m.; *Nana* (1926) Jean Renoir, at 9 p.m.

FRIDAY, JUNE 14

Boy Meets Girl (1985) Leos Carax at 7 p.m.; *Les Yeux Noirs* (1987) Nikita Mikhalkov, at 9 p.m.

SATURDAY, JUNE 15

Madame De (1953) Max Ophuls, at 7 p.m.; *L'Innocente* (1976) Luchino Visconti, at 9 p.m.

SUNDAY, JUNE 16

Sugar Baby (1985) Percy Adlon, at 7 p.m.; *Dishonored* (1931) Josef Von Sternberg, at 9 p.m.

WOMEN'S AGENDA

Lesbian Studies Coalition of Concordia

Find out about lesbian perspectives in education! Weekly meetings on Mondays at 8 p.m. at the Simone de Beauvoir Institute, 2170 Bishop, in the Lounge. All lesbians and women, students, faculty and staff, welcome. Information: 848-7474.

UNTIL JUNE 7

Exhibit

Defenders of the Land, photographers Barbara & Gollob. Location: Kahnawake Cultural Centre. Information: 638-0880.

UNTIL JUNE 19

National Exhibit of Illustrations for Children's Books

Concordia Women's Centre is hosting a National Exhibition of Illustrations for Children's Books. VAV Gallery, Fine Arts Building, 1395 René Lévesque ouest and Vanier Library, Loyola Campus, 7141 Sherbrooke St. W. Information: 848-7431.

CAMPUS MINISTRY

Campus Ministry

Campus Ministry is now located at 2496 West Broadway, Annex WF. Same phone: 848-3588.

NOTICES

Peer Helper Centre

The Peer Helper Centre is a student-run listening and referral service. Open Monday to Thursday from 12 noon to 6 p.m. Drop in at 2130 Bishop, downstairs. Information: 848-2859. Interviews for next year volunteers are now finished. Applicants will be notified of a decision by mail in the following weeks. Information: 848-2859.

Health Services

We are open Monday to Friday from 9 a.m. to 12 noon and 1:30 p.m. to 5 p.m. at both locations: ER-407, 2155 Guy, 848-3565 and CH-101, 6935 Sherbrooke St. W., 848-3575. Our services include general physical examinations, birth control, STD counselling, allergy shots, personal counselling, nutritional information, first aid and much more. No appointment necessary to see the Nurse. GPs and Specialists are available by appointment.

Ombuds Office

The Ombudspersons are available to any member of the University for information, advice and assistance with University-related complaints and problems. Call 848-4964 or drop into 2100 Mackay, Sir George Williams Campus. Evening appointments on request.

Legal Information Service

Problems with your landlord? Problems with that contract you signed? Immigration Department giving you a headache? Your girl friend/boy friend giving you a heartache? **WE CAN HELP!!** Contact us at 848-4960 from 9 a.m. to 5 p.m., Monday through Friday. Come and see us in Room CC-326, 7141 Sherbrooke St. W., Loyola Campus.

Guidance Information Centre

DO YOU KNOW? Do you know where to find the

answers to these questions? Where to locate university calendars worldwide? How to prepare for an employment interview? Where to apply for private sources of financial aid? How to study? How to determine which universities offer particular educational programmes? Where to find information on occupational options and career planning? Come to the Guidance Information Centre and find the answers. Sir George Williams Campus, H-440, Henry F. Hall Bldg, 1455 de Maisonneuve Blvd. W. 848-3556 and Loyola Campus, 2490 West Broadway, 848-3555.

Sexual Harassment Officer

The Sexual Harassment Officer can provide you with support, guidance and information on any matter to do with sexual harassment. All inquiries are completely **Confidential**. Call Sally Spilhaus at 848-4857, or drop in at K-110, 2150 Bishop.

International Student Office

The Homestay Programme, a one-week stay with Canadian hosts for International students arriving for the first time to Concordia University. Take full advantage of a unique chance to learn about another culture while providing and International student with a friendly environment and some time adjust to a new society. 100 hosts needed! Call now! Information: 848-3516.

Quebec Public Interest Research Group

Quebec PIRG, Concordia's student citizen action organization, is having its 1991 Summer Leadership Drive. Your campus social change organization. Journalists, computer technicians, finance people, researchers needed. Call 848-7585 or stop by the office at 2130 Mackay.

UNCLASSIFIED

Get Fit!

YORK freeweight set for sale. Barbells, dumbbells, benchpress, lots of heavy things to fling around. \$100. Call 761-6221.

Moving / Storage

Local and Long Distance, Canada / USA. Call Steve: 735-8148.

Beautiful Dress for Sale

Graduation or Bridesmaid's dress. Color: Dusty Rose with tapestry, size: 9-11 with shoes, size: 8 1/2 M. Excellent condition, worn once, purchased May 1990. \$120./price negotiable. if interested call Anne, 848-4851 (Loyola) & 256-4349 (Messages).

House for Rent

Faculty member going on sabbatical is interested in renting his home located in the Kirkland/Beaconsfield area. Fully furnished and equipped. 3 bedrooms plus office/study, living room with fireplace, separate dining room, full eat-in kitchen, 2 1/2 bathrooms, finished family room with wine cellar and wet bar, central air, security system, cable T.V. Gardening, snow removal and housekeeping services included. Convenient to train & metro for easy downtown access. Close to schools (both public & private), parks, community and recreational facilities,

shopping. Ideal for a visiting academic, professional couple, or new faculty appointment. Available from August or September 1st, 1991 to July 1, 1992. Reasonable Rent. 697-3962.

Baby Crib for Sale

1 White Wood Crib complete with mattress, standard size, excellent condition. Purchased 1988, comply with all government safety standards. Reason for sale: moving and buying smaller cribs. \$75. Contact: Susan Evans at 848-7788.

House to Share

\$250. contribution, includes electricity. Pool, Cable. Room unfurnished. Greenfield Park. 12 ft. from 26 Bus Stop. Parking. Call 678-7951 until 11 p.m. Leave message.

For Sale

Two voice-activated microcassette recorders for sale. call 848-2918 or 935-6469.

Apartment for Rent

Wanted to share apartment on St. Laurent blvd., Plateau Mt. Royal with young family (2 month old baby) small room. \$200. monthly. All included, non-smoking male/female student preferred. If interested call 271-9751. Available July 1 st.

CPR COURSES

The following CPR courses will be offered by the Environmental Health & Safety Office in the next few weeks. Members of the Concordia community or outside community are all welcomed to take these courses. There will be a discount price for the Concordia community. For all those who are interested, please contact Donna Fasciano, CPR Programme Coordinator at 848-4877 for more information.

the obstructed airway.

JUNE 15 & 16

CPR Basic Life Support Course (BLS)

12 hours for life. This course includes rescue breathing, one-person cardio-pulmonary resuscitation and two-person cardio-pulmonary resuscitation (CPR) management of the obstructed airway and infant and child resuscitation.

SUNDAY, JUNE 23

CPR Baby Heartsaver Course

6 hours for life, this course includes rescue breathing and CPR, as well as management of the obstructed airway in the infant and child.

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